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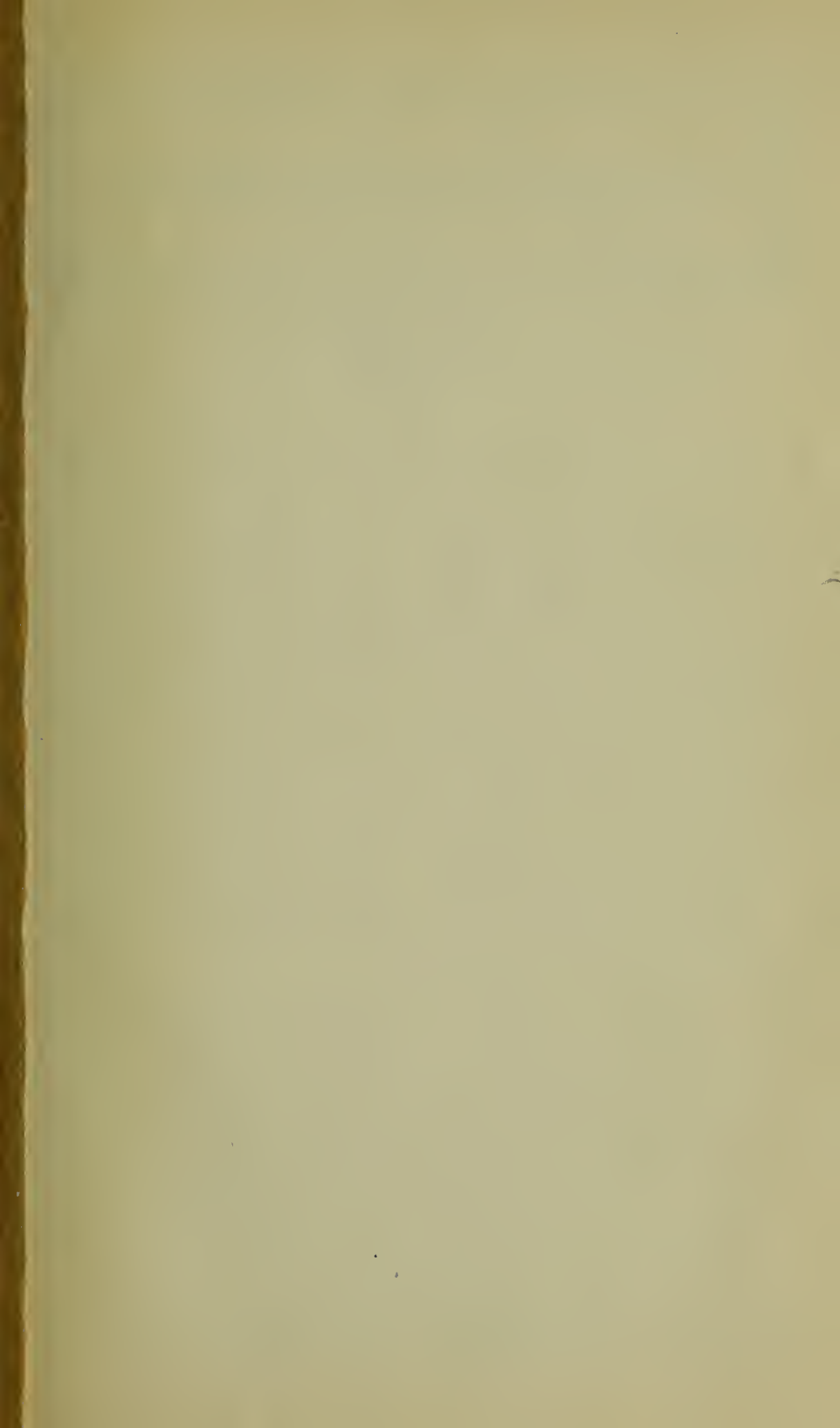
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# AMERICAN PLAN PROGRESS

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VOL. I

AUGUST 15, 1925

NO. 4

## UNION MOLDER'S CASE GOES OVER

The case against Tony Mallo, a member of the Molders' Union accused of participating in an assault on an American Plan molder early in June, was continued in the Police Court from August 4th to August 18th. The continuance was granted at the request of the attorney for the defense.

## GLASS JOBBERS SIGN APPRENTICE AGREEMENT

A well-attended meeting of the Glass Jobbers' Association of San Francisco, held on August 4th, took up for consideration the matter of an agreement covering apprentice wages and working conditions in the glass trade. The agreement was signed by all those present and additional signatures are now being obtained.

Says the Industrial Relationist: "During the last five and one-half years, ending June 30, 1925, the building program in Los Angeles has amounted to \$697,548,032; and it is most significant that during those years, when construction work in that great amount was carried on, there was practically no interruption of any sort due to labor difficulties. There's a reason! The reason—Open Shop."

Reports from Eastern cities are to the effect that the automobile industry of the country probably

comes nearer being universally Open Shop than any other big industry in the land. This no doubt plays an important part in its remarkable progress.

When the Chicago Board of Education entered into an agreement providing that none but union men would be employed in the erection of school buildings, a test case was made and the Supreme Court of Illinois held as follows:

"It is plain that the rule adopted by the board and included in the contract is a discrimination between different classes of citizens, and of such a nature as to restrict competition and increase the cost of work."

The court held that such restrictions should not be enforced by law because it would constitute an infringement of the personal rights of citizens.

Support the American Plan.

## BARBERS' UNION GIVES \$5000 TO LABEL CAMPAIGN

According to an item in the labor column of a local paper, "A contribution of \$5000 has been voted by the executive board of the Barbers' International Union to aid the nation-wide campaign to be inaugurated by the A. F. of L. in behalf of the union label and firms and individuals rated as fair to organized labor." The union label drive, according to the Barbers' Inter-



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national Vice-President, "will last forty weeks and it will begin early in October and be conducted throughout all sections of the country at the same time. The American Federation of Labor has appropriated \$125,000 to cover preliminary expenses."

### FOUNTAIN PEN CO. LOCATES IN SAN FRANCISCO

It is reported that approximately a quarter of a million dollars was involved in the deal consummated early this month whereby the L. E. Waterman Co., pen manufacturers of New York, purchased property on Market Street near Second Street, San Francisco. Upon the completion of extensive improvements, this property will be occupied by the company as Pacific Coast headquarters for its product. The fact that large Eastern industries have no hesitancy now in locating branch business and industrial establishments here, is highest testimony in support of the excellence of industrial conditions under the American Plan.

A local paper states that five additional organizers were recently placed along the waterfront by the Riggers' and Stevedores' Union as the result of further contributions made to the union's campaign fund by various locals here.

Support the American Plan.

Former U. S. Senator Chas. S. Thomas of Colorado says: "An indispensable need for industrial peace with justice is the Open Shop. It is the American Shop. It means what its name implies. Neither Jew nor Gentile, Republican or Democrat, Christian or heathen, union man or non-union man is barred from its portals. The Open Shop is the chief, if not the only medium through whose agency the individual workman may maintain his independence and win his livelihood. Indeed, it may be asserted with confidence that the successful maintenance of the Open Shop may prove the solution of the larger part of our industrial problems."

## INDUSTRIAL ASSOCIATION FREE EMPLOYMENT BUREAU

Place your calls for men in all Mechanical Trades with our Employment Bureau. Service F R E E to employer and employee.

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### GRAVE DIGGERS FORM UNION

A recent Universal Service dispatch from Chicago states: "Grave diggers of Chicago have a union and they want more pay. The man buried in a non-union dug grave will be out of luck, it was indicated. He might have to be buried all over again if a union man isn't employed to dig the grave in the first place." The dispatch goes on to state that the Chicago Grave Diggers' Union has received a charter from the A. F. of L.

### STRIKE STOPS WORK AT WILSON TOMB

Work on the National Cathedral, on the heights of Mount Saint Alban, where rest the remains of Woodrow Wilson, was halted last week by a strike of bricklayers.

The U. S. Department of Labor is authority for the statement that wages in this country are the highest in history. The average hourly rate is 123 per cent over the rate in 1913; whereas the cost of living, as compiled by the U. S. Bureau of Labor Statistics, was 65% in excess of the 1913 figure. The same authority reports wages 154% higher in 1925 than in 1907.

### S. F. RETAIL TRADE GROWS

The volume of trade at retail stores during the first six months of 1925, according to a local publication, was larger than during the corresponding period of last year. Sales at department stores were more than 2 per cent larger than during the first half of 1924; and buying at grocery, drug, five and ten cent and music chain stores was more than 9 per cent greater than last year.

### UNION LABOR LIFE INSURANCE

Union labor has gone into the life insurance business. Organization of the "Union Labor Life Insurance Company" was authorized during the early part of this month at a meeting of general officers of all unions affiliated with the A. F. of L. With the appointment of a general committee of organization to be named shortly, the plan will be under way. The company will have a capital of \$2,000,000, subscribed by various unions and members thereof, and will be organized under the laws of Maryland.

### COST OF STRIKES

The cost of strikes to the American people has been greater than the total of all pensions paid since the Revolutionary War; and is annually greater than the National fire loss, the National forgery loss, embezzlement losses, burglary and larceny losses, and credit and fraud losses put together. The average annual strike loss has been over a billion dollars for the last ten years.

The American Plan Decreases Strikes; Support It.

### AMERICAN PLAN CUTS COSTS

The report of a recent field investigation conducted by the Federal Bureau of Labor Statistics shows that the cost of laying 1000 brick in a wall (taking the job as a basis) was highest in Indianapolis where the closed shop prevails in the building industry. It was lowest in Birmingham, Alabama, where the American Plan or Open Shop prevails. The number of brick laid per day of eight hours in Indianapolis is 765, and in Birmingham 1482. In the highly-organized closed shop centers the figures in the report show nothing above 1260 brick laid per day, and a cost per thousand of not less than \$10.55. In a comparative list of American Plan or Open Shop cities, the lowest number of brick laid is 1482 and the highest cost is \$6.85 per thousand. —Open Shop News.

President E. F. Billington of the Southern Metal Trades Association, has endorsed apprentice training in the strongest terms. He recently said:

"The public has a right to demand of us skilled artisans for the activities of the future, and there is a moral and an economic duty on us to train our own future

skilled workmen and not to expect to secure them from fellow tradesmen."

The Industrial Association of San Francisco was the pioneer in projecting the idea and developing the practice of intensive short-term apprentice training.

The Open Shop News states:

"Closed shop union regulations are economically unsound and are not helpful either to the employer or to the employee. Unionism and the closed shop are responsible for keeping many young men out of manual labor."

William Frew Long, manager of the Cleveland American Plan Association:

"American Plan cities, where men are permitted to work without regard as to whether they carry union cards, are virtually free from terrorism and destruction of property. Cleveland will not escape from the closed shop bondage until citizens awake to their peril and abolish it."

### AMERICAN PLAN-OPEN SHOP CONFERENCE

The next American Plan-Open Shop Conference will be held in San Diego at the Hotel Del Coronado, November 5th, 6th and 7th. Interest in these conferences is becoming nation-wide, and each one shows a larger attendance.

### WALL ST. JOURNAL PRAISES AMERICAN PLAN

In its issue of August 6th the Wall Street Journal published a long article concerning the accomplishments of the American Plan or Open Shop in Los Angeles and San Francisco; particularly in San Francisco. Part of the article—too long to quote in full—is as follows:

"San Francisco, which brought to its highest state of tyranny the trade union movement, had only four small strikes in 1924 with a public loss amounting to \$68,000. This is a long way from 1907, when the city went through six months of civil war that wrecked a \$50,000,000 corporation and entailed other losses, the aggregate of which has never been computed. It is quite a way from 1921 when 22 strikes in the building trades alone involved losses of \$22,500,000.

"What was achieved in San Francisco could be accomplished in any city in this country. For many years it was the most hide-bound of union cities. Nowhere were unions more

tyrannical nor leaders more irresponsible. Nowhere were rank and file more lawless. Today San Francisco is one of the leading open-shop cities of the country. Union men continue to work there at good wages and steady employment, but no longer is a man required to paint a fence with the implements of a miniature artist. Industry is uninterrupted largely because employees have resigned the reins of management to owners. There is a lesson here for other cities disgusted with union domination."

#### CHICKEN PICKERS STRIKE

About forty poultry pickers employed at Campagno Brothers struck on August 3rd, when the firm announced a change of policy substituting women for men in connection with a portion of the poultry picking work. The firm expects in the future to operate on the American Plan basis.

#### PUBLICITY FOR SAN FRANCISCO

The constructive work of the Industrial Association of San Francisco and the favorable results of the American Plan basis of employment have been rather extensively reviewed recently by articles in a number of publications, including the Detroit Saturday Night, Western Machinery World, Wall Street Journal, Barron's Weekly, and The Christian Science Monitor.

#### SAN FRANCISCO SHIPPING SHOWS BIG GAIN

With a total of 1,094 ships arriving and departing from San Francisco during July, representing a total net tonnage of 2,529,889 tons, the month shows a gain of 196,537 tons as compared with the corresponding month of last year. The increase is recorded in both arrivals and departures, demonstrating that shipping is more than holding its own in this port.

#### UNION LABEL

A per capita tax of six cents a year for each member of all unions affiliated with the label section of the Labor Council is proposed for the support of the Union Label League and its activities in behalf of union-made goods, according to an announcement appearing in the labor columns of the local press. A special committee representing the label section is visiting all unions in San Francisco, the announcement also states.

According to a dispatch appearing

in the Labor Herald (Kansas City, Missouri), of July 24th, "A call has been issued for the fifteenth convention of the Woman's International Union Label League, which will be held in St. Paul, Minn., in August. Delegates to this convention are required to have at least three labels on to qualify." And the American Federationist, official organ of the A. F. of L., for May states: "The school teachers are carrying on a vigorous and efficient movement. An active educational campaign for union label products has led to a new interest both in the union label and in trade union activity in general."

Apropos of union activities among school teachers, the San Antonio (Tex.) School Board—(one member of which is the editor of a union labor paper)—on hearing of an example of such activities in one of their high schools, unanimously passed a resolution "prohibiting further use of the course of social studies for the purpose of furthering the interest of any special group or class, and instructing the superintendent of public schools to carry out the spirit and letter of the resolution."

#### S. F. LEADS NATION WITH SAVINGS GAIN

The Federal Reserve Board announced on August 11th that savings deposits in 902 representative banks of the country showed an increase of over a half billion dollars during the fiscal year ending June 30th, 1925. New York with savings deposits of \$2,108,961,000; Boston with \$1,224,492,000; and San Francisco with \$1,215,834,000 were the three Federal Reserve Districts in the billion dollar class. San Francisco made the biggest percentage increase in the year with \$121,371,000.

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SAN FRANCISCO

# AMERICAN PLAN PROGRESS



VOL. I

SEPTEMBER 1, 1925

NO. 5

## TWO MORE AMERICAN PLAN MOLDERS SHOT DOWN BY THUGS

Murderous assaults upon American Plan molders continue. On Friday morning, August 21st, Cornell Brazington, a molder employed by the Enterprise Foundry Company, was shot down at Twentieth and Shotwell Streets. He was on his way to work at the time. Buckshot was used by the vicious thug or thugs, who fired upon Brazington from a swiftly passing automobile which was out of sight almost instantly. Brazington, fortunately, was not seriously injured, and will be able to be out of the hospital in another week.

A reward of one thousand dollars has been offered by the Industrial Association in this case for the apprehension and conviction of the party or parties guilty of this cowardly attack upon a man whose only offense was that he did not desire to affiliate with a labor union.

On Wednesday morning, August 26th, Peter Perasso, an American Plan molder employed by the Moore-Noble Foundry Company, was shot down on Connecticut Street near Eighteenth, as he was on his way to work. Buckshot was used also in this vicious assault, and the shot was fired from an automobile speeding past him. Perasso's injuries, though not believed to be fatal, are much more serious

than Brazington's, and he will be in the hospital for some time.

The Industrial Association has offered a reward of twenty-five hundred dollars in this case, and is doing everything possible to assist the police in apprehending the murderous thugs who are responsible for these cowardly and murderous attacks upon peaceable and law-abiding workingmen.

(Just as we are going to press the doctors have found it necessary, in order to save Perasso's life, to amputate his leg between the knee and the hip. This young man—twenty-nine years old—was an apprentice molder who at one time had been affiliated with the union and who was, at the time he was cruelly shot down, supporting his wife and mother. He decided to return to work in spite of threats, and now he is crippled for life as the result of the fiendish tactics of a gang of murderous thugs which is operating in this community.)

## THE RIGHT TO WORK

"The right to remain at work where others have ceased to work, or to engage anew in work which others have abandoned, is part of the personal liberty of a citizen that can never be surrendered, and every infringement thereof merits and should receive the stern denouncement of the law. All government implies restraint, and it is not

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less but more necessary in self-governed communities than in others, to compel restraint of the passions of men which make for disorder and lawlessness.

"Our language is the language of a free people, and fails to furnish any form of speech by which the right of a citizen to work when he pleases, for whom he pleases and on what terms he pleases, can be successfully denied. The common sense of our people, as well as the common law, forbids that this right should be assailed with impunity. It is vain to say that the man who remains at work while others cease to work, or takes the place of one who has abandoned his work, helps to defeat the aspirations of men who seek to obtain better recompense for their labor and better conditions of life. Approval of the object of a strike or persuasion that its purpose is high and noble, cannot sanction an attempt to destroy the right of others to a different opinion in this respect, or to interfere with their conduct in choosing to work upon what terms and at what time and for whom it may please them so to do.

"The right thus to work cannot be made to depend upon the approval or disapproval of the personal character and conduct of those who claim to exercise that right. If this were otherwise, then those who remain at work might, if they were in the majority, have both the right and power to prevent others, who choose to cease work, from so doing."

—Roosevelt's Anthracite Coal Strike Commission.

The American Plan guarantees the right to work; support it.

## CLOSED SHOPPERS BELIEVED TO BLAME FOR KANSAS CITY BOMBINGS

According to the Kansas City (Mo.) Post of August 17th, Kansas City police believe two recent bombings there, in which two buildings, valued at

\$25,000, under construction were destroyed by dynamite and fire, occurred because non-union workmen were employed in the construction of these buildings.

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each week with San Francisco employers

When you need help in any mechanical line be sure to call on us

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## STRIKE CALLED ON NEW JOBS

Millions of dollars in new construction work, extending all the way from New York City to St. Petersburg, Florida, has again been tied up by a strike on new work which was called as the result of the bitter and prolonged internecine controversy between union plasterers and bricklayers.

The controversy started as a result of a dispute between these two unions as to which should have the right to organize locals in the communities in Florida where building of late has been most active. There have always been a considerable number of plasterers affiliated with the bricklayers, particularly in the small communities. An agreement was signed by these unions in 1912 which was supposed to cover the matters now in dispute. Plasterers in Florida had generally affiliated with the bricklayers. With the building boom in that state there began a tremendous influx of building trades craftsmen of all sorts. On account of the high wages offered, many plasterers from the larger cities were attracted to Miami and other Florida centers of activity. Most of these men had, in the past, been affiliated with the plasterers' union. If they were required to affiliate with the bricklayers in Florida it meant a material loss of membership and income to the plasterers' union. The bricklayers insisted that under the 1912 agreement Florida was their territory.

From these apparently trivial beginnings the controversy has grown in intensity and spread until it is now

threatening to paralyze the building industries in New York, Washington, Cleveland, Detroit and other large cities. About the middle of August strikes were again called on a number of large, new jobs in New York City and also in several cities in Florida.

The whole affair is a particularly senseless one. It serves, however, to indicate most clearly the penalties that must be paid by communities which permit the closed shop to dominate them. The statement of Mr. Arthur Brisbane, referring evidently to this controversy and appearing in the San Francisco Examiner of August 20, 1925, is very pertinent. Mr. Brisbane wrote: "The fight inside the building trades unions becomes more bitter, threatening to tie up building amounting to millions. Union men should find some better solution of their problems than cutting their own throats, financially."

#### MECHANICS' BULLETIN ISSUED

The Association has just issued another number of The Mechanics' Bulletin. Twenty-five hundred copies of this bulletin, which describes the various kinds of free service that the Industrial Association is rendering the workers, have been distributed among mechanics throughout the city.

#### SAN FRANCISCO'S EXCELLENT ECONOMIC CONDITION

Recently certain closed shop organizations circulated a letter which stated that business and economic conditions in San Francisco were deplorable. Believing that some uninformed people might take this letter seriously, the Industrial Association secured statistics showing exactly the present economic condition of San Francisco. These statistics, which prove conclusively what virtually everyone knows—that San Francisco was never more prosperous—have been compiled in pamphlet form. These pamphlets have been mailed to our membership and others throughout the community.

#### "FAIR" FUNERALS

The Open Shop Association of Houston, Texas, reports the following:

The funeral services of a prominent merchant of San Antonio were in progress. A member of the congregation had placed her limousine, with colored chauffeur, at the disposal of the rabbi. As the remains were about

to be taken from the synagogue, the undertaker was notified that unless the colored chauffeur was replaced with a union chauffeur, the other chauffeurs would refuse to drive their cars.

Now, the undertaker did not happen to be a "fair" undertaker, but he did happen to be one of those individuals who feels capable of running his own business without the assistance of a business agent. So he refused the request, and when some of the business men in attendance at the funeral learned of the situation they immediately volunteered to act as chauffeurs. The colored chauffeur **DROVE HIS EMPLOYER'S CAR.**

A newspaper exchange states that one of the building trades unions has recently passed a resolution to pay each of its members who is called for jury duty \$5 for each day served. It is said that because the jury fee is so comparatively small, organized labor is suffering because non-union men accept jury service while union men will not serve. This payment by the union headquarters will make it possible, it is reported, for union men to do jury duty without sacrifice.

#### LABOR REPORT OPTIMISTIC

"The Pacific division of the United States Department of Labor," says an item in the labor column of a local paper, "is optimistic in its monthly report. Employment in nearly all industrial plants is increasing. Agricultural and orchard workers are in great demand. Practically all canneries and packing houses are working overtime and will continue to do so until the close of the fruit season. Railroad repair shops are nearly all working at capacity. Difficulty is reported in securing experienced labor for the mining industry in Southern California."

The Bulletin of the Employing Printers' Association of America, in its issue of August 5, 1925, states:

#### "Labor Unionism Slipping

"In the five years between 1919 and 1924 trade unions in Canada lost nearly 120,000 members, composing more than 31 per cent of their enrollment. These figures, from a report issued last month by the Dominion Department of Labor, reveal a percentage of decline even greater than suffered by the American Federation of



Labor between 1920 and 1924. It will be recalled that between 1920 and 1924 the American Federation of Labor lost 1,212,766 members, or more than 29 per cent of its enrollment."

The Manufacturers' and Merchants' Association of Oregon reports that on August 7th the Portland local of the International Brotherhood of Electrical Workers made a written demand, giving thirty days' notice, for \$10 per day and a five-day week.

#### Support the American Plan.

According to labor notes in the local papers, 160 labor unions with 35 bands and 30 floats (including a "master float" costing \$1000) will parade in San Francisco on Labor Day. Another local item states: "Organized labor in San Francisco is preparing for active participation in the coming municipal elections. A call was issued today by John A. O'Connell, secretary of the Union Labor Party, for a meeting in the Labor Temple September 15, when the organization will be perfected and preliminary plans laid for the election, November 3."

#### S. F. PORT BUSINESS SHATTERS RECORD

The port of San Francisco had a "million-dollar day" every working day during the last fiscal year, according to an announcement of Collector of the Port W. B. Hamilton. The increase over the previous fiscal year totaled \$28,000,000.

#### EMPLOYMENT BUREAU MAKES BIG GAIN

A total of 1,150 placements of mechanics in all mechanical trades were made by our Free Employment Bureau during the month of August. This is more than double the number of placements for August 1924, and is an indication of two things: First that the Employment Bureau is more and more responsive to the needs of the community; and second that both employees and employers are coming to appreciate the splendid work rendered by the Bureau, and know that they can rely upon it for prompt and efficient service. The members of the Industrial Association staff in charge of the Employment Bureau are in the closest touch with conditions throughout the city. Consequently, both employers and employees can save time,

trouble and money by immediately calling upon the Association's Employment Bureau when in need of mechanical help, or, in the case of employees, when looking for a job.

#### LABOR UNION LIFE INSURANCE

According to the San Francisco Labor Clarion of July 31st, Matthew Woll, president of the International Photo-engravers' Union, said, in discussing insurance matters at the time of the authorization of the formation of the Union Labor Life Insurance Company, that through going into the insurance field, "labor can foil the employers." The Labor Clarion quotes Mr. Woll further as follows: "If we enter the insurance field we meet the scheme of the employers in a practical way. Where the employer furnishes insurance of one thousand dollars to each of his employees we are faced with difficulties. The employee will not be as militant as if there were no insurance. It is therefore necessary that we enter the insurance field so that the trade unions will not be weakened."

Says the San Francisco Labor Clarion in its issue of August 21, 1925:

"There may be some open shop employers who believe that because they have been able to maintain that position for a few years they can permanently continue it, but if there are such foolish men engaged in industrial activities they should have their heads examined, because they are reckoning without their host and entertaining the rankest kind of a delusion. The history of the organized labor movement shows that the workers never concede permanent defeat, and the fight against the open shop \* \* \* or its industrial step-brother, the American Plan \* \* \* will be kept up until victory is assured to the toilers, no matter how long or how strenuous the battle. \* \* \* There is no hope for the open shop employer, because he is wrong, and in the end the right will prevail."

#### DON'T WASTE TIME

When you need help in any

#### MECHANICAL TRADE

Call

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Douglas 7626

173 Jessie St.



# AMERICAN PLAN PROGRESS



VOL. I

SEPTEMBER 15, 1925

NO. 6

## \$1000 REWARD

A reward of \$1000 will be paid by the undersigned for information leading to the arrest and conviction of the person or persons who were guilty of shooting Paul Bernberger, an American Plan molder employed in the Richmond plant of the Enterprise Foundry Co., at Nevin Avenue near Second Street, Oakland, Calif., September 11th, 1925.

INDUSTRIAL ASSOCIATION OF SAN FRANCISCO.  
Santa Fe Building, San Francisco  
Douglas 7620

### ANOTHER AMERICAN PLAN MOLDER SHOT

The cowardly thugs who have been shooting down American Plan molders are still active. On Friday, September 11, 1925, as Paul Bernberger, an American Plan molder employed at the Richmond plant of the Enterprise Foundry Company, was standing at Nevin Avenue near Second Street, Oakland, waiting for a street car, a touring car with drawn curtains passed him. A shotgun was thrust through the curtains and fired at Bernberger point blank. The shot struck him in the foot, breaking two bones. He was taken to the Richmond Emergency Hospital and later removed to the Providence Hospital, Oakland. The Industrial Association of San Francisco has offered a reward of \$1000, and will give the police all possible assistance in apprehending those guilty of this vicious assault upon a law-abiding man who was simply exercising his right to work and live.

### LABOR SLUGGER CONVICTED IN POLICE COURT

Some time ago the union poultry pickers and dressers employed by Compagno Brothers struck and were replaced with American Plan workers. On September 8th, Jesse Reed, an American Plan poultry dresser employed by this firm, was assaulted by four members of the Poultry Dressers' Union; two of whom he recognized as Tec Norman and P. M. Cozza, the latter being the Financial Secretary of this union. Reed swore out warrants for the arrest of Cozza and Norman. The former was apprehended and on Saturday morning when his case came up before Police Judge Lazarus he was found guilty and given a suspended sentence of ninety days. During the course of the hearing Cozza admitted having sent Reed a threatening postal card. Norman, immediately after attacking Reed, left for Sonoma county. The warrant for his arrest has been transferred to

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Sonoma county and upon his arrest he will be brought at once to San Francisco for trial.

### FACTS VERSUS FICTION

#### The Dwindling Sixty Thousand

Because of the enormous amount of publicity preceding the Labor Day parade of 1925 together with the assurance of Organized Labor that it would be the largest demonstration in the history of the labor movement in San Francisco and also because of the fact that on account of the Diamond Jubilee it was believed that the showing would be a particularly impressive one, the Industrial Association decided to make an accurate check of the total number of marchers in the parade and also to check the number marching in each of the individual organizations represented in the parade.

A carefully worked-out plan was devised in order to provide for the greatest possible accuracy in connection with this check. As many as six persons were employed with adding machines in compiling the tables and wherever discrepancies occurred, which were of a trivial nature, averages were taken of the several results secured.

The total number of persons in the parade including public officials, members of the Police Department, trade unionists afoot and all persons riding on floats, a number of whom were children, was 11,319.

Exclusive of bands and persons riding on floats but including persons riding in automobiles behind the several unions, there were approximately 9,735 trade unionists representing San Francisco unions and approximately 542 representing Oakland and other miscellaneous groups.

The number of marchers in each of the San Francisco unions which carried a banner in the parade and were thus capable of being identified is shown in the accompanying table:

Musicians .....	467
Stage Hands .....	257
Motion Picture Operators.....	95
Bill Posters .....	39

Janitors .....	156
Waitresses .....	27
Street Car Men.....	148
Track Men .....	23
Painters .....	413
Retail Butchers .....	381
Wholesale Butchers .....	85
Bottlers .....	114
Garment Cutters .....	40
Garment Workers .....	208
Retail Clerks .....	93
Elevator Constructors .....	72
Laborers .....	191
Steamfitters .....	138
Plumbers .....	152
Lathers .....	68
Iron Workers .....	32
Housesmiths .....	28
Ornamental Plasterers .....	16
Cement Finishers .....	75
Steam Engineers .....	215
Tile Setters .....	75
Tile Helpers .....	85
Asbestos Workers .....	21
Furniture Handlers .....	58
Carpet Mechanics .....	107
Roofers .....	61
Electric Workers No. 6.....	370
Bricklayers .....	56
Granite Cutters .....	29
Printing Pressmen .....	72
Mailers .....	47
Bindery Women .....	22
Printers' Apprentices .....	40
Typographical Union .....	436
Carpenters No. 689.....	20
Carpenters No. 2164.....	90
Pile Drivers .....	130
Millmen .....	122
Steam Shovel Men.....	98
Carpenters No. 22.....	480
Carpenters No. 483.....	392
Upholsterers .....	117
Federal Employees .....	93
Pavers .....	37
Draftsmen .....	16
Stationary Firemen .....	23
Tobacco Workers .....	122
Riggers and Stevedores.....	65
Water Workers .....	62
Electric Workers No. 151.....	117
Ferryboatmen .....	120
Tailors .....	128
Bakery Drivers .....	282
Material Teamsters .....	62
Garage Employees .....	16
Teamsters No. 85.....	658
Retail Delivery Drivers.....	141
Ice Drivers No. 519.....	140
Ice and Cold Storage Workers.....	12
Milk Drivers .....	141
Ship Yard Workers.....	19
Molders .....	329
Iron Workers .....	75

Machinists .....	278
Auto Mechanics .....	94
Boilermakers .....	144
Distribution of Oakland unionists who marched in the parade:	
Painters' Union .....	100
Carpenters No. 136 .....	169
Teamsters No. 70 .....	184
Ice Drivers No. 110 .....	89

It can be seen from the above that the reports circulated relative to the total number of persons marching in the parade were grossly exaggerated, the actual number being multiplied by from five to six times in order to arrive at the published figures.

Seventy-four unions with actual designating banners marched in the parade. Sixty-six other unions affiliated with the local labor council were not represented in the parade in any manner by means of which they could be identified if any of their membership were present. A very large number of unions from out of town which it was reported were to participate in the parade did not march or if they did so, carried no insignia by which the name of the union could be determined.

While the check of the total number of marchers given above does not pretend to one hundred percent accuracy and undoubtedly does contain numerous minor errors, it is probable that the actual error does not exceed two percent one way or the other and it is perfectly safe to state that not to exceed 10,000 San Francisco trade unionists and 1000 from other cities, exclusive of bands, marched in the Labor Day parade.

#### WAITERS' STRIKE ABORTIVE

As is well known to those who have followed the matter in the local newspapers, the union waiters employed at the Palace and St. Francis hotels went on strike during the noon hour on Monday, August 17th, giving as the reason for their walkout the failure of the respective hotel managements to acquiesce in the union demand for certain wage increases. As a matter of fact the wages these men were enjoying at the time of the walkout were as high as any paid by any of the large hotels in the United States, and higher than paid by most hotels. In New York, Philadelphia, Chicago and other large cities of the country waiters' wages, we are informed, are from 15 to 25 percent less than the

scale paid by the leading San Francisco hostleries.

Naturally, the walkout, occurring as it did during the rush of the noon hour, caused some confusion and temporary difficulties. Diners had to serve themselves "Cafeteria Style" and the customary service for which these two hotels are world-famous, was temporarily interrupted. But the diners took the matter in good part, and by night the hotels had secured sufficient help to serve dinner.

The striking waiters were invited by the respective hotel managements to return to work, but declined to do so. Thereupon the managements declared for the American Plan basis of employment and called upon the Industrial Association of San Francisco for assistance in securing American Plan help to man their dining rooms. Since then, all help has cleared through the Industrial Association Employment Department; and as this is written the dining rooms of both the Palace and the St. Francis have returned to virtually normal conditions, and reports purporting to emanate from the Waiters' Union indicate that both its officials and its rank and file are convinced that the strike has been abortive. On September 3rd, on the eve of the commencement of the Diamond Jubilee, an effort was made to secure a sympathetic strike on the part of the cooks, but our information indicates that the cooks at these two hotels stated they had no quarrel with the hotel managements, that they had an agreement which still had over a year and a half to run, and that they did not feel called upon to take up the waiters' fight.

In the meantime, despite the fact that the strike is officially still in effect, a considerable number of men previously employed at one of the two hotels have indicated their desire to return to work under the conditions laid down by the managements of the two hotels and the Industrial Association; and a number of these men have returned to work during the past ten days. In the meantime, also, the two hotels have given their customary excellent service to their regular patrons, and have handled the many special dinners and banquets incident to the Jubilee Week Celebration without difficulties of any sort. The managements of the two hostleries inform us that they are entirely satisfied with the American Plan and would not con-



sider a return to the closed shop. Moreover, the public is unmistakably manifesting its approval of the course these two leading hotels have taken. A remarkable demonstration of approval has already been registered, and it behooves every believer in the American Plan to take such action as will show unquestionably his support of the stand that the managements of the St. Francis and Palace hotels have taken.

#### BUILDING PERMITS

Building permits for the month of August totaled 939 and amounted to \$3,840,076, segregated as follows:

Class A .....	\$ 115,000
Class B .....	150,000
Class C .....	629,840
Frame .....	2,417,274
Alterations .....	358,338
Public .....	169,624

These figures disclose the large amount of home building that is going on, and extensive home building is one of the surest indications of a city's healthy and prosperous condition.

Support the American Plan; it encourages building.

#### MUSICIANS' UNION WITHDRAWS DEMANDS

Several weeks ago the Musicians' Union demanded that members of all theatrical orchestras, after two weeks of satisfactory service, be given a six months' contract of employment. The Allied Amusement Industries—representing all the large motion picture theatres and a number of the legitimate theatres—notified the Musicians' Union that if this demand was enforced they would find it necessary on their part to cut their respective orchestras to the minimum prescribed by the union rules and pay only the minimum wages prescribed by the union scale. It is stated in this connection that many if not most of the larger theatre orchestras have many more artists in their orchestras and pay considerably higher wages than union rules prescribe.

As this is written the Musicians'

Union has withdrawn its demand for a six months' contract, and, we are informed, has asked in return that the members of the Allied Amusement Industries on their part continue to keep their augmented orchestras and pay the same wages as were in effect before the union demand.

#### ASSAULTED AMERICAN PLAN MOLDER RECOVERING

Peter Perasso, the American Plan molder who on August 26th was cruelly shot down by unknown thugs, and whose leg had to be amputated in order to save his life, is recovering. He will, however, be a cripple for life; and this because he declined to join a labor union.

#### REPORTS COMMEND INDUSTRIAL ASSOCIATION

The most recent report of the National Foundrymen's Association with headquarters at Chicago, Illinois, containing a very complete and detailed analysis of training methods for foundry molders and coremakers, gives the Industrial Association of San Francisco credit for developing and establishing one of the most successful community apprenticeship training plans in the country. This report should be of interest to all foundries.

The report of the National Trade Extension Bureau of the Master Plumbers' Association, with headquarters at Evansville, Indiana, dated July 1st, 1925, shows the trade schools of the Industrial Association of San Francisco as having more apprentices in training than any other American Plan city, and second only to New York City in the entire country.

#### SAN FRANCISCO TO GET NEW INDUSTRIAL CONCERN

Announcement that San Francisco is to be the Pacific Coast distributing center of the Electric Storage Battery Company of Philadelphia was made recently. The concern has just acquired a large lot near Third Street and Paul Avenue, and plans of the company are said to include the immediate erection of a \$200,000 plant employing over 100 workers.

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# AMERICAN PLAN PROGRESS



VOL. I

OCTOBER 1, 1925

NO. 7

## PAINTERS WANT FIVE-DAY WEEK

Representatives of the Bay District Council of Painters were callers at the Industrial Association offices during the last week in September. The purpose of their visit was to ascertain what the attitude of the Association would be if the painters should make a demand for a five-day or forty-hour week.

Discussion with the business representatives of the Council of Painters disclosed that there were two chief arguments advanced in favor of the proposed change in working conditions. First, that the occupation of painter is a hazardous one on account of the continued danger of lead poisoning and that, therefore, any reduction in hours would tend to eliminate this hazard. Second, that the establishment of a shorter work week would tend to reduce unemployment.

When the union representatives were asked as to the attitude which their organizations would take in connection with wages under the shorter work week, they refused to commit themselves as to whether the shorter week would be accompanied by a demand for the same pay for forty hours as is now received for forty-four hours' work.

Canvass of the Master Painters disclosed the fact that they were unanimous in their opposition to the proposed change. They state that the forty-hour week was tried

in the painting trade just before the entrance of the United States in the World War and that it proved decidedly unsatisfactory. The opposition to the present agitation is based on the experience gained with the forty-hour week at that time.

## WAITERS STRIKE PETERING OUT

Although all surface indications as to the strike of waiters at the Palace and St. Francis hotels have disappeared, the Waiters' Union is still extremely active in connection with its efforts to divert business from these two institutions. Mr. Edward Flore, international president of the Waiters' Union, is reported to have stated just before his departure from San Francisco that the local hotel situation was "deplorable" and that "he could suggest no method of arbitration." The same newspaper item reported that President Flore had endorsed a resolution appropriating \$1000 a week from the treasury of the International as strike benefits for the local union waiters. The article went on to state that the International "has more than a quarter of a million dollars saved for just such occasions as this and it is on this foundation that the strikers expect to hold out."

Despite the efforts of the union to disrupt the dining rooms, the managements of both the St. Francis and Palace hotels report they

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are thoroughly satisfied with the prevailing conditions and that the waiters have, with few exceptions, been thoroughly competent.

Possibly of more interest, however, are the numerous reports received from guests as well as from those interested in several banquets which have recently been held in the two houses, that the dining room service, both in the regular dining rooms and in special banquet rooms is as good or even better than before the strike.

The union is still maintaining a number of pickets in the vicinity of both hostelrys. Efforts of these pickets to intimidate dining room help is meeting with no success whatever. In fact, the insulting language which has been hurled by the pickets at some of the waitresses has only served to increase their determination to remain on the job.

In the strongest terms we again urge that all those who are in sympathy with the position which these two hotels, together with the Clift which adopted the same attitude more than a year ago, have taken, throw the full extent of their patronage and support behind these three outstanding San Francisco hotels which have exercised their right to run their dining rooms without regard to the dictates of the arrogant labor leaders of the Waiters' Union.

## INDUSTRIAL ASSOCIATION WORK RECEIVES EXTENDED PUBLICITY

The last issue of "The Foundry," published in Cleveland and generally recognized as the leading trade paper in the foundry field, carried an article entitled "Solve the Apprentice Problem," written by a member of the Industrial Association staff. This is but another example of the nationwide interest taken in the training program which the Industrial Association inaugurated in 1921. As a result of this single article a considerable number of inquiries have been received from both local and Eastern sources

regarding the program and plan of the Industrial Association's Foundry School. Among the more interesting of these inquiries was one from Richmond, California. This request for data indicates that the vocational schools in that city intend to use a considerable portion of the work developed in our school as a definite part of their curriculum. This is the first recognition by public school authorities of the work done in the Industrial Association trade schools and is possibly of considerable importance as indicating a changed point of view on the part of educational authorities in regard to the vitally important problems of vocational training.

Another Eastern publication of nation-wide circulation, "Domestic Engineering," a magazine devoted exclusively to the problems of the plumbing and heating trades, carries in its October issue an article covering the results of the work of the local joint master plumbers' apprenticeship committee which is cooperating with the Industrial Association in working out the technic of apprentice training in the plumbing trade.

In addition, "Western Plumbing," a local magazine, is carrying an article on the same general subject.

Other articles now on the press covering either the general achievements of the Industrial Association or some special aspect of its work will appear in early issues of "Iron Trade Review" and "Western Machinery World."

## BUTCHERS GET COMPROMISE WAGE RAISE

Members of the local Butchers' Union recently demanded of their employers a three dollar a week wage increase, and threatened a strike. Local press reports state that the final outcome was a compromise agreement between the Butchers' Union and the Butchers' Board of Trade, whereby the workmen were given a two dollar weekly increase.

## UNION MOLDER ATTACKED

Three shots were fired at Walter Stone, said to be a member of the local Molders' Union, on the evening of September 24, according to reports published in the local press of the following day. None of the shots took effect.

## S. F. BUILDING CONSTRUCTION COSTS DIMINISHING

That San Francisco builders and investors are finding a reduction in building cost possible under American Plan operations is indicated by a table recently published in "Architect and Engineer," from which the table below is an excerpt. These standard commodities set out in the table both as bare material cost and cost in place

show a small but nevertheless a very real reduction. This reduction is only another indication of the validity of the statement of one of the largest building finance companies in the world that San Francisco building costs are 12% to 15% less than in any city in the United States, except Los Angeles, which is on a parity with San Francisco.

## TREND OF TYPICAL BUILDING CONSTRUCTION COSTS IN SAN FRANCISCO

During Year—1924  
Six Months—1925

## Material and Labor Costs—

		Jan.	Mar.	Apr.	June	July	Aug.	Sept.	Oct.	Dec.
Brick Work, common, 1924		\$35.00	35.00	35.00	35.00	35.00	33.00	33.00	33.00	33.00
per M, laid..... 1925		33.00	33.00	33.00	33.00	33.00				
Plastering—3 coats, interior, 1924		1.25	1.25	1.25	1.25	1.17	1.17	1.17	1.17	1.17
metal lath per yd. 1925		1.17	1.17	1.17	1.17	1.17				
Structural Steel 1924		112.00	112.00	112.00	112.00	109.00	96.00	96.00	96.00	96.00
erected, per T..... 1925		96.00	96.00	95.00	95.00	95.00				
Ore. Pine Doors—5 1924		8.50	8.50	8.50	8.50	8.50	8.50	8.25	8.25	8.25
panel including trim..... 1925		8.25	8.25	8.25	8.00	8.00				

## Material Costs—

Reinforcing Steel per 1924		3.80	3.80	3.80	3.80	3.60	3.40	3.30	3.35	3.35
100 F.O.B. Car..... 1925		3.35	3.35	3.35	3.35	3.35				
Form Lumber No. 3— 1924		25.00	24.00	23.00	22.00	22.00	22.00	21.00	21.00	21.00
1" x 6", Oregon Pine.... 1925		21.00	20.50	20.00	20.00	20.00				
Domestic. Cement, bbl., 1924		3.01	3.01	3.01	3.01	3.01	3.01	3.01	3.01	3.01
incl. sacks, F.O.B. Cars 1925		*2.71	2.71	2.71	2.71	2.71				

REF: "Architect and Engineer Magazine."

NOTE: \*Present price \$2.71 per barrel—Cut took effect Dec. 20, 1924.

## ILLINOIS ANTI-INJUNCTION LAW UPHELD

At the last session of the Illinois Legislature a statute was introduced by labor representatives making it illegal for any state court in Illinois to issue an injunction against workmen in any labor dispute. The battle for the adoption of this measure was one of the most fiercely fought in the entire history of the Illinois Legislature and its final adoption was only secured after three unsuccessful votes on the measure had been taken.

Labor leaders in Illinois openly boasted that the adoption of this legislation would make it possible for them to organize every industry within the State of Illinois within a period of two years.

The first case testing the constitutionality of the statute was argued

before Judge Hugo Pam in the superior court of Cook County, Illinois, on July 1. At this time the International Tailoring Company, a large Chicago concern manufacturing men's clothing, applied for a restraining order against the Amalgamated Clothing Workers who were on strike. In a decision rendered on August 1, Judge Pam decided that the legislation was constitutional and the application for an injunction was accordingly dismissed. Reports from Eastern sources indicate that this case will be carried to the higher courts.

## NEW METHOD OF CLOSED SHOP CONTROL

The San Francisco Labor Clarion of September 11th prints an International Labor News Service dispatch as follows:

"Formation of an investment trust



with a view of acquiring a controlling interest in non-union photo-engraving establishments was decided on at the twenty-sixth annual convention of the International Photo-Engravers' Union, held at Cleveland, Ohio, recently. The executive council was given authority to organize a common law trust to carry out the plan."

#### FREIGHT AND WAGES

Official figures recently compiled show that 44½% of the money collected for freight by the railroads in the United States is paid out as wages to employees.

Thirty large civic societies and trade associations and organizations in Detroit recently joined together in the formation of a committee to support the American Plan in that city. "A threat against the American Plan is a threat against the prosperity of every citizen of Detroit," says a statement issued by the committee.

Under the heading "Reports of Unions" the San Francisco Labor Clarion for September 18th states: "Waiters reported that no change has occurred in the strike situation of waiters in the Palace and St. Francis hotels; the Fairmont and Whitcomb hotels had signed agreement with the union and granted a horizontal increase of 25 cents a day to all waiters employed."

#### CLOSED SHOP DEFEAT IN TACOMA

The September Supplement of "Freedom in Employment" (Milwaukee) reports the following:

"The Central Labor Council placed the Tacoma Steam Laundry on the closed shop 'Unfair List,' so the rest of the laundry owners notified the unions that their agreements would not be renewed. At the first mass meeting the workers appeared to favor a strike. At the next meeting their secretary did not appear, and now the union members are refusing to pay their dues. This demonstrates what solidarity among employers can bring about."

#### DO WE WANT IT HERE?

Sometimes we have to hear rather repeatedly of the disadvantages of others before appreciating our own advantages. So here in San Francisco where we enjoy the blessings of the American Plan or Open Shop, it may be well sometimes to learn what is happening in cities where the closed union shop still holds complete sway over important industries such as the building trades. We take the following statement from a recent issue of "Finance and Industry," a weekly magazine published in Cleveland, Ohio:

"Two homes were burned to the ground on the evening of May 22nd in Cleveland. They were built by a Cleveland builder who for thirty years had always employed union labor. He contracted with a lathing contractor who is not a union man, who could not get into the union, although he tried for ten years, being refused admittance because he worked at the trade himself, something which is not permitted under union rules. The business agent of the Lathers' Union called the lathers off the job, but the lathing contractor later returned with his crew and finished the work. That was on May 20th. On May 22 both houses were burned to the ground. The Fire Chief reported that the odor of burning kerosene was distinctly noticeable during the fire. Fifteen neighboring houses owned by innocent parties suffered fire damage.

"Cleveland has just had several plate glass windows in her big auto display rooms broken because paint-spraying machines were used in re-decorating the interiors.

"What's wrong with Cleveland? Answer: 'The Closed Shop'. Closed shop cities frequently suffer fires, slugging of workmen, strikes, smearing of paint jobs, breaking of plate glass, explosions that wreck buildings, and many other acts of violence. Open Shop cities are free from this terrorism and destruction of property."

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# AMERICAN PLAN PROGRESS



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NO. 8

## \$2,500 REWARD

A reward of \$2500 will be paid by the undersigned for information leading to the arrest and conviction of the person or persons who on October 2nd were guilty of shooting Anthony Wayne, an American Plan molder's apprentice, employed at the foundry of Kingwell Brothers, 444 Natoma Street, San Francisco, Calif.

INDUSTRIAL ASSOCIATION OF SAN FRANCISCO

Santa Fe Building, San Francisco

Phone: Douglas 7620

### WAITERS' STRIKE TERMINATES

In spite of the conflicting reports in the press as to the termination of the waiters' strike, the Waiters' Union at a meeting held on October 7th, voted to return to work at the Palace and St. Francis hotels. While the strike cannot be technically called off without the sanction of the local Labor Council, the men were told by their officers that they could go to work wherever they could find employment. Prior to October 7th a number of the waiters had already broken away and applied at our employment bureau for reinstatement; and eight of these, cleared through our employment bureau, went back to work at the Palace. Thirty have since applied to return to work at the Palace but at the present time cannot be put on as the Palace now has a full crew. At the St. Francis sixty-five of their former waiters have applied through our employment bureau for work. It is expected that the St. Francis will put some fifteen to twenty of these men to work during the course of the next week. In all cases these wait-

ers have returned to work under American Plan conditions and have all been cleared through our employment department. This victory for the American Plan means that this equitable and sensible basis of employment is now in full force and effect with the three leading hostleries of San Francisco—the St. Francis, Clift and Palace. We again urge all our members and all other friends of the American Plan to give their patronage to these three hotels.

### MOLDER'S LEG AMPUTATED

On October 2nd, just as he was about to enter the Kingwell Brothers Foundry, his place of employment, Anthony Wayne, a young American Plan apprentice-molder, was cruelly shot down, evidently by the same thugs who for the last two years have been brutally assaulting molders who will not join the Molders' Union. Wayne received the full charge from the shotgun in his leg and his condition became so precarious on account of gas gangrene that it was necessary for the surgeons to ampu-

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tate in order to save his life. This is the second case within the past few weeks where a similar unfortunate outcome has followed an attack by these organized thugs upon American Plan molders. How long will the community of San Francisco permit such vicious atrocities to continue? We have offered a reward of \$2500 for the apprehension of those guilty of this latest murderous attack upon a man whose only offense was his desire to earn his living without joining the Molders' Union. We call upon every person in this city who believes in law and decency to cooperate with the Police Department in its attempt to bring this reign of terror to an end.

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### AMERICAN PLAN PLUMBERS AND STEAMFITTERS ORGANIZE

The American Plan Plumbers' and Steamfitters' Mutual Benefit Association was launched in San Francisco on September 25th. As the first definite effort of non-union men here to organize for their mutual benefit and protection, it is an extremely interesting and significant movement. The organization is unequivocally committed to the American Plan basis of employment; and besides providing a common meeting ground for its members, will, we understand, pay sickness and death benefits. It will be sustained entirely by membership dues. Every effort has been made to

prevent its being converted into any kind of a political machine. Pains have been taken to prevent control and manipulation by a minority group, and it will have no salaried officers.

#### AMERICAN PLAN PREVAILS ON EASTBAY ESTUARY TUBE

As a result of our cooperation with the contractors concerned and with the East Bay Industrial Association, the work of constructing the Eastbay estuary tube which will cost \$3,883,000 and require two years to complete, is proceeding under the American Plan. On account of the size and importance of this job, a determined effort was made by the unions to have the work done closed shop; the Pile Drivers' Union, under their new rules, claiming jurisdiction over practically all work, and making demands which would, according to the contractors, have materially increased the cost of the work. The contractors refused to accede to these demands. The union was insistent, however, and would not relinquish jurisdiction over the work. In view of this the contractors let the union piledrivers go; informing them that they would be taken back to work if they were willing to work under the conditions as above outlined. The union men did not return, and so they were replaced on October 3rd with an American Plan crew of piledrivers. According to the contractors this crew did more work in six hours on the first day than the union crew had done in a full day; and construction work on this huge project is now proceeding satisfactorily under the American Plan. This episode illustrates the necessity for the existence of an organization like the Industrial Association, which is committed to the public interest, and which will step in and protect that interest on every necessary occasion.

#### SAFETY ENGINEER ADDRESSES LARGE MEETING

On October 8th Mr. Rosedale, our Safety Engineer, addressed a large luncheon meeting of the California Sanitation Development League at the Palace Hotel. The subject of his address, which was illustrated by slides, was "Saving Lives and Money in the Construction Industry." After giving a brief history of the accident prevention movement and pointing out the benefits of the Workmen's Compensation law, he gave concrete facts

as to how accidents can be prevented on construction work if employers will organize effective safety service in their operations, commending this service as something which would not only save lives and increase the loyalty and efficiency of the workers, but also materially reduce the costs of compensation insurance to the employer.

A comprehensive article covering the same subject, prepared by our Safety Engineer appeared in the October 3rd issue of the "Pipe Organ," official publication of the California Sanitation Development League.

#### A. F. OF L. CONVENTION NOTES

According to press reports of the recent American Federation of Labor Convention at Atlantic City, Mr. James O'Connell, President of the Metal Trades Department, reports that the active membership of this department is only 224,533. This would include all crafts such as machinists, boilermakers, molders, patternmakers, ship fitters on iron or steel ship work, etc. In other words, all of these trades together only have about two-thirds as many members as the Carpenters' International. In addition, Mr. O'Connell is reported to have stated that the automobile industry, the largest single employer of metal trades' workers in the country, was without a semblance of union organization and that something should be done in an effort to correct what he termed a "deplorable condition."

#### AMERICAN PLAN STRONGLY ENTRENCHED IN SAN JOSE

From the last Annual Report of the Industrial Association of Santa Clara County we take the following interesting items: Since its organization the

Value of jobs done American Plan is \$12,792,407;

Value of jobs done closed shop is \$5,440,627;

Value of jobs now building American Plan, \$2,816,413;

Value of jobs now building closed shop, \$616,364.

The report goes on to state that 82 general contractors now have buildings under construction American Plan, and that 640 general contractors, sub-contractors and owners are signed up to operate American Plan in San Jose. Continuing, the report says: "We have eliminated the shop steward and business agents from our jobs and



plants. Twenty-four restaurants are operating American Plan. Two hotels are operating American Plan. Sixty merchants are operating American Plan. The packing and canning industries are operating American Plan. All local manufacturing with one exception is now being done American Plan. There have been no strikes or labor troubles throughout the year." Certainly the accomplishments of the Industrial Association of Santa Clara County are splendid ones and furnish further evidence of the efficacy and fairness of the American Plan basis of employment.

On July 15, 1925, the "Cleveland Times" printed an extremely interesting article by Mr. William Frew Long of that city. The title of Mr. Long's article was "Why New Industries Are Not Coming to Cleveland," and from it we reprint the following very emphatic and significant statements:

"To say to a man 'You cannot work unless you pay tribute to an extra-legal organization for permission to do so, regardless of what you may think of that organization and its principles and activities,' is unfair and unjust, un-American and manhood destroying, and the city that suffers such conditions to exist is doomed to be passed by the open shop city which grants complete freedom of opportunity to workmen, which grants young men an unrestricted right to learn a trade of their own choosing and where workers may be independent without monetary fear of bodily injury to themselves and their families.

"Not only has the building trades labor monopoly and its various ramifications hurt our city (Cleveland) in a material way: it has done much more than that. To a greater extent than it is possible to estimate, it has deliberately and intentionally ruined the fine moral ideals of industriousness and initiative without which there

can be none of the individual achievement which is the very foundation of our country's present position of prosperity and influence for good in the world."

## PRINCIPLES OF INDUSTRIAL ASSOCIATION

of San Francisco

*First:* The right of any person to seek, secure and retain work for which he is fitted, and the right of the employer to engage or dismiss employes, should not be abridged or denied because of membership or lack of membership in any organization or association of any kind.

*Second:* Efficiency in industry: This should be created and maintained to enable our enterprises to cope with those of other places. Superior skill and industry in work should be permitted to earn an adequate reward. The establishment of this principle, however, is not to be used to reduce the earnings of a less able man below a fair return for the work done. No artificial limit or restriction should be placed upon the normal production of any man or upon the use of any appliance, invention or other means to increase output, always having due regard for the health, safety and well-being of the individual.

*Third:* The right of management is inseparable from responsibility for industrial results. Therefore the right of the employer to engage or dismiss men individually on merit must not be circumscribed; the right on all occasions, however, to be exercised only upon broad principles of justice, and with a recognition of the obligation on the part of management to co-operate with the employe in securing so far as possible continuous employment.

*Fourth:* No understanding should be reached between employers and employes that ignores the public interest, and no agreement should be tolerated that is illegal or contrary to sound public policy, whether made between employers themselves or with their employes or others.

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# AMERICAN PLAN PROGRESS



VOL. I

NOVEMBER 14, 1925

NO. 10

## SUSPECTED SLUGGER ARRESTED

John Powers, said to be a union boilermaker and suspected of being one of the two men who on June 4th, 1925, slugged William Siren, an American Plan molder employed at the Enterprise Foundry Company in San Francisco, was arrested November 11th at Rio Vista by Sergeant Hyland and Detectives Dowell and Keck of the San Francisco Police Department on a felony warrant charging assault with intent to do great bodily harm. Siren, who was on his way to work at the time, was set upon by two men who alighted from an automobile, and beaten over the head with some kind of a heavy instrument wrapped in a newspaper. He was also kicked and stamped on by his assailants and altogether so seriously injured that he was confined to the hospital for a considerable time and incapacitated for over six weeks.

## AMERICAN PLAN-OPEN SHOP CONFERENCE

The eighth semi-annual session of the American Plan-Open Shop Conference was held at Coronado under the auspices of the San Diego Manufacturers' and Employers' Association on November 5, 6 and 7. The meeting was extremely well attended, with organizations present from communities as far east as Detroit, Milwaukee and Chicago. Representatives from most of the

important Pacific Coast and Southwestern states were also in attendance.

The program was an extremely important one and presented such diverse subjects as: The Efforts in Certain Communities of Organized Labor to Spread the Principles and Doctrines of Trade Unionism Through the Public Schools; The Importance of Industrial Management in Connection with American Plan Operations; A Report on Uniform Practice for Industrial Association Employment Bureaus; The Growing Importance of Women in Industry and the Attitude of the Industrial Association Toward This Rapidly Enlarging Group of Workers.

Possibly the most important act of the Conference, however, was the adoption of an industrial code supplementing the definition which the Conference adopted at its initial meeting in 1921. This code is designed to definitely set up in categorical form the necessary minimum standards which should prevail in any establishment or industry operating on the American Plan. The purpose of the code was to get away from generalities in their relation to the American Plan problem and to state in positive form the objective conditions which the Conference believes are fundamental in any organization or industry.

The entire session was packed with statements outlining the progress of the American Plan in the

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several communities represented. In addition, the Conference again declared for semi-annual meetings and set the place for the next Conference at Detroit. Further details of the Conference and of the Industrial Code will be outlined in a later number of one of the Association's publications.

### ALL SIGNS POINT TO INCREASING LOCAL PROSPERITY

Records of postal receipts, bank clearings, building permits and new buildings launched or about to be launched, testify to the high degree of prosperity and progress San Francisco is enjoying since the establishment and maintenance of industrial peace through the instrumentality of the American Plan. According to figures compiled by the Information Bureau of the San Francisco Chamber of Commerce, October postal receipts, totaling \$774,820.37, were over \$74,000 in excess of the receipts for October of last year, and have been exceeded only once in the city's history—in December 1924, which month included the peak of the Christmas mailing.

During October, 1057 building permits were issued in San Francisco; the largest number on record except for March of this year, which showed 1125. The value of October permits was \$4,351,249. This figure is below that of October 1924, but indications are that the year's total will exceed last year's, and the number of permits indicates that San Francisco is not merely a financial center, but a residential city as well.

Bank clearings in San Francisco during October amounted to \$901,762,208—the largest volume in the history of the San Francisco clearing house, and a gain of \$146,762,208 over October of last year. This is the second time this year that the local clearing house record has been shattered, the first having been in June, when clearings registered \$805,849,244.

In addition to these positive evidences of prosperity and progress, we will soon have the skeletons of several massive skyscrapers looming against our skyline. The Mark Hop-

kins Hotel at California and Mason; a twenty-story, \$9,000,000 structure to be erected on the site of the Russ Building, and the twenty-six-story building to be erected on the corner of Sutter and Montgomery, are splendid monuments to the spirit and the industry of San Franciscans, and testify irrefutably to the advantages of industrial peace under the American Plan.

### SUPPORTING AMERICAN PRINCIPLES

According to one of our Eastern exchanges, the following advertisement recently appeared in the Memphis (Tenn.) newspapers: "Beginning Monday morning, 'Sole Owner' Stores will take down the Union sign in every store and will henceforth employ meat cutters on the open shop basis; any good, responsible meat cutter may work in our stores whether he is a union man or non-union." This advertisement was inserted by the owner of the stores, Clarence Saunders, who has attracted national attention through his establishment of chain grocery stores. The Saunders Stores had been operating with union butchers, but when the union attempted to dictate the number of hours his stores should remain open for business, Saunders severed his "closed shop" union relations and publicly stated: "I would be a craven week-kneed fool to submit. \* \* \* It would mean that I am coerced because I think the union organization is too powerful to combat, and that I coerce the remainder of my employees because they are not strong enough to combat me.

"We will continue to pay more than the union scale of wages as we have done in the past. I will continue to be friendly to those unions that deserve that feeling upon my part. If I am unable to go ahead with my new stores upon such a platform of freedom, then I shall be content to earn a living in some other way and let those who wish to take the yoke of this kind of slavery, cater to the public upon the platform that I refuse as mine." If every employer would take the same courageous stand for his simple American rights, arbitrary and senseless closed shop practices would soon terminate everywhere.

### A. F. OF L. CONVENTION DOINGS

A digest of the proceedings of the last Convention of the American Fed-



eration of Labor discloses the following:

Reported increase in membership of 12,498, or 43/100 of 1%. Building trades departments increased 21,295; metal trades department lost 11,257. Five unions reported substantial gains, thirteen small gains, and twelve substantial losses.

Decided to hold next convention in Detroit. (The decision to hold the next convention in Detroit is reported to have been reached because of Organized Labor's concern over the spread of the Open Shop in Detroit, and the completely unorganized condition of the automobile industry.)

Favored eight-hour day as maximum with "lesser hours the general rule" and "continuing reduction in the number of hours."

Opposed company unions, group insurance by employees, employee ownership of securities in companies in which they are employed.

Decided to inaugurate, in addition to general "drive" for members, special organization efforts among automobile mechanics, bank clerks and other "white collar" workers.

Adopted resolution opposing recognition of Soviet Russia.

Demanded investigation of alleged "open shop attitude" of army officials at West Point.

Unanimous support voted to anthracite strike.

Urged abolition of Railroad Labor Board and passage of Howell-Barkley Bill.

Commended shopmen strike against the Pennsylvania Railroad.

Favored uniform state labor laws.

Urged removal by legislatures of power of equity courts to issue injunctions in labor disputes.

Urged unions to secure control of trade courses in public schools so as to secure "regulation of apprentices."

Announced organization of "Union Labor Life Insurance Company."

#### VANDALISM IN CHICAGO

According to newspaper dispatches during the days of August 11th and 12th in Chicago, thousands of dollars' worth of stocks of cloth and clothing were ruined by union labor acid throwers and bombing gangs in tailoring shops which were either operating open shop or had declined to renew their agreements with the Amalgamated Clothing Workers' Union and

switched their contracts to the United Garment Workers' Union, an organization affiliated with the A. F. of L. This led to open warfare between the two international unions of garment workers, with the result as narrated above. Police raided the headquarters of the Amalgamated Clothing Workers' Union and are reported to have found large supplies of revolvers, iron bars wrapped in newspapers, brass knuckles and blackjacks. While the numerous attacks on non-union molders are of the same cloth as these Chicago attacks, San Francisco industrial disturbances, since the inauguration of the American Plan, have been remarkably free from such lawless actions on the part of union sympathizers.

#### PAINTERS' INTERNATIONAL OFFICIAL URGES FIVE-DAY WEEK

The labor column of a local newspaper states that Joseph Clark, fourth vice-president of the Painters' International Union, arrived here last week for a short stay. The statement says: "Clark will confer with local officials relative to establishment of the five-day week among painters. He will go to Los Angeles from here to take charge of the general organization campaign there. While painters' unions here have voted in favor of the five-day week, the system has not been adopted yet and may not be until spring. Union painters at Redwood City have put the change into effect and San Mateo will follow soon." Attempts have been made locally to put the five-day week into effect, but have failed entirely.

#### WAGES COMPARED

The average daily wage in Italy is 96 cents; Belgium, \$1.14; France, \$1.24; Germany, \$1.55; England, \$2.28, and in the United States, \$5.60.

#### SECY. DETROIT BUILDING EMPLOYERS VISITS S. F.

Mr. Pierce E. Wright, Secretary of the Associated Building Employers of Detroit, stopped off in San Francisco last week on his way to the American Plan-Open Shop Conference at San Diego, to visit our Trade Schools and discuss the methods of handling the training of plumbers', plasterers' and bricklayers' apprentices. Mr. Wright stated that if Detroit had an Associa-



tion such as The Industrial Association of San Francisco, it would do more than anything else to establish and maintain industrial peace there.

### IRON WORKERS SECEDE FROM UNION

More than 200 members of the local Structural and Reinforcing Iron Workers' Union have joined a movement which has become general throughout the various cities on the coast and have formed a separate organization known as the Union of Bridgemen, Iron Workers and Riggers. This organization will not affiliate with the present International nor with the American Federation of Labor and will operate on the principle of local autonomy.

The International Union with which these men were previously affiliated has, according to the information received, been levying a series of extremely heavy assessments against its members for the maintenance of certain men on strike in Eastern communities. With the embezzlement of more than \$75,000 by the secretary of the International, considerable question has arisen in the minds of these men as to what has been happening to the rest of their assessments. They, therefore, decided to terminate their connection with the International organization and to launch an independent organization which would not have to bow down to the requirements of officials in the East in whom they did not have confidence.

Possibly for the first time in the history of American labor, a union has been formed which in its preamble definitely states that in connection with the determination of any policy the rights of the employer and the public must be considered.

### CAP MANUFACTURERS ORGANIZE

The cap manufacturers of San Francisco, against whom the Cap Makers' Union has been making a drive in an effort to organize these shops, all of which have been operating under American Plan conditions so far as

employment of the men is concerned, have now organized into an association and adopted a form of agreement setting out the minimum wages and working conditions which shall prevail in the trade. In general it can be said that these conditions are equal or superior to those which the Union has been attempting to secure. Practically every one of the important manufacturers has agreed to become a member of the new organization.

### WINTER CONSTRUCTION INCREASES

According to The American Contractor, the building season is gradually being lengthened as the result of a drive undertaken by the Construction Industries in cooperation with the Department of Commerce. This fact has been established through a survey made by the Division of Building and Housing of the Department at the direction of Secretary Hoover. Reports from contractors in 16 large cities show that payrolls and material purchases were relatively larger in the winter months of 1924 than in those of 1923, and that the 1923 figures showed an increase over those of 1922. "All groups in the building industry," concludes The American Contractor, "are trying earnestly to bring about a more equal distribution of work throughout the year." Fortunately, San Francisco does not have to worry over such a matter. Weather conditions in California are so near ideal that building construction can and does go on the year round. In fact, workmen lose fewer days in San Francisco and Los Angeles on account of weather conditions than in any other large city in the country.

The real estate firm instrumental in closing the deal for the construction of the new Russ Building is authority for the statement that it will be the largest office building in point of floor space west of Chicago, and will be the only office building in San Francisco occupying a frontage of an entire block.

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# AMERICAN PLAN PROGRESS



VOL. I

DECEMBER 1, 1925

NO. 11

## ALLEGED SLUGGER OF NON- UNION MOLDER IN COURT

John Powers, said to be a union boilermaker and positively identified as having been one of the two men who slugged William Siren, an American Plan molder, as well as of having shot at B. C. Smoker, another American Plan molder, was arrested—as stated in our issue of November 15th—on November 11th. He was released on cash bail of \$500 under the warrant charging the assault on Siren, and immediately rearrested by the San Mateo County authorities on a warrant charging him with having shot at Smoker in South San Francisco. On this charge he was released under \$2500 cash bail. Bail in both cases was furnished by the Molders' Union. The San Francisco case against Powers came up on November 19th before Police Judge Jacks. At that time he was arraigned and the case set for hearing on December 9th. In the meantime the San Francisco Grand Jury has his case before it for consideration.

In San Mateo County the case against Powers came up on November 24th before Justice of the Peace Griffin at Redwood City. On that date he was arraigned and his preliminary hearing was begun, the prosecution being conducted by District Attorney Franklin Swart. At the conclusion of the testimony of the complaining witness, Smoker, the case was continued for further hearing until December 8th.

## U. S. SUPREME COURT REFUSES TO ACT IN SHIPOWNERS' CASE

The Shipowners' Association of the Pacific operates an employment department through which all seamen employed on boats in the coastwise trade are hired. In 1922 one Street, a seaman, brought suit in the Federal District Court at San Francisco asking that the Shipowners' Association be restrained from operating an employment bureau. The right to conduct an employment bureau being involved, the Industrial Association was interested in this case and took up its defense. A motion interposed by our attorneys to dismiss the complaint was granted by Federal Judge Detrick. Street then appealed to the U. S. Supreme Court, which held it had no jurisdiction and sent the case back to the Circuit Court of Appeals, which sustained Judge Detrick's order of dismissal, thus ending the case. Some time later one Anderson, another seaman, brought a similar action against the Shipowners' Association of the Pacific, which our attorneys have likewise defended. A motion interposed by our attorneys to dismiss the bill of complaint was granted by Judge Partridge; whereupon Anderson appealed to the Circuit Court of Appeals, and at the same time filed application with the U. S. Supreme Court for a writ of certio-



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rari, which application, if it had been granted, would have taken the entire case direct to the U. S. Supreme Court. That tribunal, however, on November 23rd denied the application for the writ, which means that the case will now be decided by the Circuit Court of Appeals, where the plaintiff's appeal from Federal Judge Partridge's decision is pending.

### WORKER'S FAMILY PAID GROUP INSURANCE

Henry Odans, a policy holder under the group insurance plan inaugurated by us, died on Saturday, October 17th, from natural causes. At the time of his death he was employed by W. P. Fuller & Co., in Oakland, and in accordance with the group insurance plan, had been paying only half the monthly premium—the company paying the other half. On the following Thursday, October 22nd, representatives of W. P. Fuller & Co. delivered Odans' widow a check for \$1,000, the full face of the policy. This man had carried this insurance at a cost to him of 45 cents a month since February 8th, 1924. Thus, over a period of 21 months he had paid in a total of \$9.45 in premiums; and his widow received one thousand dollars. This incident furnishes a concrete illustration of the benefits deriving to the workers from the activities and constructive programme of the Industrial Association.

### CLOSED SHOP PROPAGANDA FALSE

Some few weeks ago representatives of the San Francisco Building Trades and Labor Councils issued a circular letter setting forth what purported to be the affidavits of two men to the effect that these men had been engaged back in 1922 by representatives of the Association to assault a union worker, and calling on members of the Industrial Association to repudiate such tactics, etc. The Association naturally took no notice of the letter, considering it quite unnecessary to answer false allegations. Recently, however, "Organized Labor," the official organ of the San Francisco Building Trades Council and which published the circular letter of the Building

Trades and Labor Councils at the time the same was issued, has come out with a ridiculous statement, a part of which we quote as follows:

"The Industrial Association and its so-called 'American Plan' stands discredited and repudiated by the merchants of San Francisco. Within the past week scores of prominent merchants and manufacturers of San Francisco declared that they have severed all connections with the Industrial Association and in the future will have nothing more to do with that organization."

The actual facts belie the statement. The number of members and memberships now on the rolls of the Association is the largest since its establishment, and is increasing daily. It may be well to remark in passing that people in desperate circumstances have been known to do or say absurd things.

### THE WORKMAN'S WAGE

The National Industrial Conference Board is responsible for the statement that the American workman is 24% better off today than he was at the beginning of the World War in 1914, and 5% better off than at the peak of wage earning during the inflation period of 1920. Their figures, of course, are based on purchasing power of the dollar. Wages in general have increased since 1920, while cost of merchandise with negligible exceptions has constantly been lowered. A few outstanding examples of the increased degree of prosperity influencing the workingman both directly and indirectly are given. For instance, it is found that the iron and steel industry is a striking example of what progressive, modernized methods can do. While wage levels in this industry are now about 140% above the pre-war level, the average price of its products at present is only about 34% higher than in 1914. In other words, while wages of iron and steel workers are nearly two and one-half times as large as they were before the war, average prices of iron and steel products have risen only about one-third. The concrete result of increased industrial efficiency is reflected in the fact that the earnings of the American workman, if we measure the purchasing power of his earnings and take proper account of the standard of living prevailing prior to the war, have been enhanced at least 24%.



## Another Big Foundry Adopts American Plan

Illustrating the increasing favor in which the American Plan basis of employment is held in this community, the important brass foundry of M. Greenberg's Sons, one of the largest non-ferrous foundries in San Francisco, went on the American Plan on Monday, November 16th. Contrary to their customary tactics, all of the union men employed at that time remained at work, with the result that there were only positions for three non-union men. On the following

morning, however, the union men did not start work and their places were filled with American Plan men that we had in readiness for such a contingency. Altogether this makes seventeen foundry companies, operating twenty excellent, modern foundries, equipped to do all kinds of work, that are now operating in this district on the American Plan basis. The detailed list, with information as to location of plants, telephone numbers, and types of castings manufactured, follows:

AMERICAN PLAN FOUNDRIES	Types of Castings	Telephone Number
AMERICAN BRAKE SHOE & FOUNDRY CO., OF CAL.		
Offices: 74 New Montgomery St.,		
San Francisco .....	Iron .....	Douglas 6438
Plant: South San Francisco .....		Mission 5727
AMERICAN FOUNDRY COMPANY		
Bay Point, California .....	Iron, Brass and Bronze .....	Baypoint 14
AMERICAN MANGANESE STEEL CO.		
Foot of Seventh St., Oakland .....	Manganese Steel .....	Oakland 1703
BETHLEHEM SHIPBLDG. CORP.		
Offices: 215 Market St., San Francisco .....	Iron, Brass, Bronze and .....	Douglas 9540
Plant: 20th and Illinois Sts., San Francisco .....	Aluminum .....	Market 3200
COLUMBIA STEEL CORP.		
Offices: Balfour Bldg., San Francisco .....	Steel .....	Douglas 8760
HENRY DALTON & SONS		
911 Cedar St., Oakland .....	Iron and Brass .....	Oakland 319
P. DAVID COMPANY		
Plant: 30th and Poplar Sts., Oakland .....	Iron .....	Lakeside 1117
Yard: 807 22nd St., San Francisco .....		Mission 8021
ENTERPRISE FOUNDRY CO.		
Offices: 2902 19th St., San Francisco .....	Iron, Brass and Steel .....	Mission 863
Plants: 320 Fremont St., San Francisco		
2902 19th St., San Francisco		
South San Francisco		
Santa Fe Plant, Richmond		
W. T. GARRATT & COMPANY		
299 Fremont St., San Francisco .....	Brass, Bronze and Aluminum .....	Kearny 168
M. GREENBERG'S SONS BRASS FOUNDRY & MACH. WORKS		
765 Folsom St., San Francisco .....	Brass, Bronze and Aluminum .....	Sutter 2040
JOSHUA HENDY IRON WORKS		
Offices: 75 Fremont St., San Francisco		
Plant: Sunnyvale, California .....	Iron and Brass .....	Kearny 3430
JUDSON MFG. CO.		
Offices: 604 Mission St., San Francisco .....		Sutter 6820
Plant: Foot of Park Ave., Oakland .....	Iron and Steel .....	Piedmont 229
KINGWELL BROS.		
444 Natoma St., San Francisco .....	Brass, Bronze and Aluminum .....	Garfield 3883
MOORE-NOBLE FOUNDRY CO.		
17th and Texas, San Francisco .....	Iron .....	Market 215, Hemlock 902
PACIFIC MALLEABLE CASTINGS CO.		
Sales Office: Hobart Bldg., San Francisco .....		Garfield 44
Plant: Station "G," Oakland .....	Malleable Iron .....	Elmhurst 3067
STANDARD BRASS CASTING CO.		
600 Third St., Oakland .....	Brass, Bronze and Aluminum .....	Lakeside 67
WESTERN BRASS MFG. CO.		
217 Tehama St., San Francisco .....	Brass, Bronze and Aluminum .....	Sutter 2417

The Association's programme of co-operating with the foundries has met with most excellent results. American Plan foundries are now operating at full capacity, and the high quality of their output is attested by the fact that already they are securing work heretofore done elsewhere on the Coast and in the East. There has been no decrease in wages whatsoever—

their employees are being paid as much or more than the union scale—but the American Plan has abolished the artificial union rules and regulations which limited efficiency and curtailed output. Such of our members as have foundry work to be done are again urged to place it with some one of the plants listed herein.

# Building Trades Wage Scale for 1926

The Central Council of The Builders' Exchange has promulgated a new wage scale to be effective throughout the calendar year 1926. This scale, which has been approved by the Indus-

CRAFT	Journeyman	Mechanics	Helpers
Asbestos Workers .....	\$7.00		
Bricklayers .....	10.00		
Bricklayers' Hodcarriers.....	6.50		
Cabinet Workers, in shop.....	7.00		
Cabinet Workers, outside.....	8.00		
Carpenters .....	8.00	\$6.00	
Cement Finishers.....	8.50		
Electrical Workers .....	8.00	6.00	
Electrical Fixture Hangers .....	7.00		
Elevator Constructors .....	8.65	6.00	
Engineers, stationary.....	7.00		
Engineers, traveling crane.....	7.50		
Engineers, on derricks.....	8.00		
Glass Workers.....	8.00		
Hardwood Floormen.....	9.00		
Housemovers .....	8.00		
Housesmiths, architectural iron .....	7.00		
Housesmiths, reinforced concrete .....	8.00	6.00	
Iron Workers (bridge and structural) including engineers .....	10.00		
Labor, common (6-day week) .....	4.50		
*Laborers, "building" .....	5.00		
Lathers .....	8.00		
Marble Setters.....	9.00	5.50	
Marble Cutters and Coopers .....	7.00		
Marble Bed Rubbers.....	6.50		
Marble Polishers and Finishers .....	6.00		
Millmen, planing mill dept. ....	7.00		
Millmen, sash and door.....	6.00		
Millwrights .....	8.00		
Model Makers.....	9.00		
Model Casters .....	7.50		
Mosaic and Terrazzo Workers .....	7.50	5.50	
Painters .....	8.00	6.00	
Painters, Varnishers and Polishers, shop.....	7.00		
Painters, Varnishers and Polishers, outside.....	8.00		
Pile Drivers and Wharf Builders, including englners .....	8.00		
Plasterers .....	10.00		
Plasterers' Hodcarriers.....	7.00		
Plumbers .....	9.00		
Roofers, composition .....	8.00		
Sheet Metal Workers.....	8.50	6.00	
Sprinkler Fitters .....	7.20		
Steamfitters .....	9.00		
Stair Builders.....	8.00		
Stone Cutters, soft and granite .....	8.00		

trial Association, will be practically the same as that which has prevailed during the current year, and is as follows:

CRAFT	Journeyman	Mechanics	Helpers
Stone Setters, soft and granite .....	\$8.50		
Stone Carvers .....	8.00		
Stone Derrickmen .....	8.00		
Tile Setters.....	9.00	\$5.50	

Plasterers' hodcarriers, bricklayers' hodcarriers, roofers' laborers, hoisting engineers and steamshovel firemen to start 15 minutes before other workmen, both at morning and at noon.

Eight (8) hours to constitute a day's work, except as otherwise noted.

Five and one-half (5½) days to constitute a week's work, except as otherwise noted.

Overtime to be paid time and a half, except Sundays and holidays, double time.

\*Laborers, on building, Saturday afternoons straight time. Shift work to be paid for at straight time, provided two or more straight shifts of 8 hours are worked on the job in any 24 hours.

Recognized holidays to be New Year's Day, Christmas Day, Thanksgiving Day, Fourth of July, Labor Day, Admission Day, and Decoration Day.

. . . . .

"The Open Shop removes the possibility of frequent strikes, with resultant suffering, violence, loss of savings and national disturbance. The Open Shop, open to both union and non-union men, makes possible the promise that 'the laborer is worthy of his hire,' and in its results spells prosperity for nation, family and individual."—Freedom in Employment (Milwaukee).

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# AMERICAN PLAN PROGRESS



VOL. I

DECEMBER 15, 1925

NO. 12

## LOCAL CAP MNFRS. ORGANIZE

Some little time ago the union undertook to organize the workers employed by the California Cap Manufacturing Company and force an agreement between the employer and the employees. This agreement would have required the employer to hire all help through the union; would have forced him to continue on his payroll employees who had worked for two weeks; would have made it necessary for him to pay his help for certain holidays; and was generally designed to restrict him in his freedom of operations. There was no dispute over wages, which were as high or higher than the union scale, or about working conditions. It simply happened that this concern, as the largest of its kind in the community, was singled out by the union as the first one in this industry to be organized.

The management refused to accede to the union demand for an agreement, whereupon some of the employees quit work and began picketing the shop. The men who quit were, however, replaced by other workers from the management's waiting list, and the Industrial Association furnished protection for the workers in going to and from their place of employment.

At the present time picketing has virtually ceased, and the plant is operating at practically normal capacity.

As a result of this episode, all the principal cap manufacturers of the community called on the Industrial Association for assistance and advice in the matter of organizing an association and working out a definite plan for securing improvement of personnel and improved methods in the trade. The San Francisco Cap Manufacturers' Association has been organized, a constitution and by-laws adopted, and officers elected to administer the affairs of the association. All of the large shops have signed an employers' agreement covering wages and working conditions.

## PAINTERS' UNION ENFORCES FIVE-DAY WEEK IN SAN MATEO COUNTY

According to reports reaching us, the Painters' Union is enforcing the five-day week in San Mateo County local shops. Some effort has also been made to enforce it on jobs being done in San Mateo County by San Francisco contractors, but these contractors have continued to operate their crews on a 5½-day week basis.

## ELECTRICAL SCHOOL STARTED

On Monday, December 14th, the Industrial Association opened a school to train apprentices in the electrical trade. This school is being operated in co-operation with the Electrical Contractors' Association and the independent electrical contractors. A Joint Apprentice-



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ship Committee, representing both the Electrical Contractors' Association and the independent electrical contractors, has been created, and an agreement between this committee and the contractors, covering the methods and details of apprentice training, has been signed. Twenty boys already in the trade have been signed up for the beginner's class—ten from the shops of members of the Electrical Contractors' Association and an equal number from the independent electrical contractors. The apprentice signs an agreement with his employer and with the Electrical Contractors' Joint Apprenticeship Committee covering the essential features of his apprenticeship. After the beginner's class is thoroughly under way, present plans call for the starting of twenty additional apprentices. These will be boys who have had considerable previous experience in the trade. The beginner's class will meet three evenings a week, and its members will continue to work in the various shops during the daytime.

The recently organized American Plan Plumbers' and Steamfitters' Mutual Benefit Association is now actively functioning. It paid its first sickness benefit during the past week.

The work on the new California Golf Club in San Mateo County is being done strictly American Plan. The contract contains the American Plan clause for all crafts.

The Master Plumbers' Joint Apprenticeship Committee met on December 3rd and discussed important matters relating to apprentices in that trade. Consideration is being given to the matter of obtaining the co-operation of contiguous communities—notably Oakland and San Jose—in a programme of apprenticeship training. During the past three years San Francisco has developed practically all the apprentices in this trade for the entire San Francisco Bay Region. An exceptionally large building programme is predicted for the Spring, and it is thought that additional men and ap-

prentices will therefore be needed in this craft in a number of the communities which have drawn on San Francisco during the past.

Some time ago the Industrial Association inaugurated the practice of holding monthly meetings of the superintendents and foremen in the several American Plan foundries for the purpose of discussing technical questions of importance to the trade. At the November meeting a report was made on the recent Foundrymen's Convention at Buffalo, and an address and subsequent informal discussion were had on the subject of electrical furnace operation for brass, iron and steel foundries. At the next meeting on December 18th an expert will talk on problems relating to cupola practice. This is a part of the service which the Industrial Association is extending the American Plan foundry group.

At the present time there are 126 apprentices working in American Plan foundries. These boys are working on all classes of work from simple core-making to bed plates for Diesel engines. Apprentice supervisors have been selected for some of the plants, and in the other shops the foremen are performing the same function by working directly with the apprentices on their practical problems. Night classes for these apprentices are being conducted by us at San Francisco, Oakland and Sunnyvale.

## DAVIS WARNS LABOR UNIONS

A Universal Service dispatch from Washington, D. C., dated November 30th, 1925, states: "Organized labor, now enjoying a period of prosperity unprecedented in the history of the country, should not 'commit suicide' by engaging in such jurisdictional disputes as have rocked the building trades. This was the warning uttered by Secretary of Labor Davis in his annual report made public today.

"After pointing out that the volume of employment increased 7.4 per cent during the year, that total payrolls advanced 14.5 per cent and that the wage level in general went up an average of 6.5 per cent per capita, the Secretary says:

"These jurisdictional disputes have become a matter of grave concern to the whole public.

"Nothing can do more to destroy the chances of organized

labor to deal with large organized industrial industries than the civil wars among the unions.

"Organized labor has withstood destructive assaults within and without its own ranks. So long as the trade union movement stands true to its principles and deserves the support of its membership and the public it will get that support.

"But, like other movements in this or any other country, organized labor can commit suicide through internal dissension. And these disputes are just that form of suicide."

It is something worth remembering and reflecting upon that San Francisco has been entirely free from this sort of trouble ever since the adoption of the American Plan.

#### ANNUAL ELECTION OF DIRECTORS

The annual election of Directors of the Industrial Association occurred on December 8th. The following were elected to serve for the year 1926: Messrs. E. R. Anthony, G. A. Applegarth, Francis J. Baker, J. B. Brady, C. D. Clarke, Marshall Dill, P. M. Downing, Godfrey Eacret, A. W. Eames, B. R. Funsten, D. Lyle Ghirardelli, Walter Haas, H. Q. Hawes, Carl E. Heise, R. H. Ivory, S. S. Kauffman, A. J. Kleimeyer, Samuel Lillienthal, E. C. Lipman, J. W. Mailliard, Jr., J. W. Mason, Warren H. McBryde, J. R. McDonald, F. E. Sullivan, Frederick D. Parr, R. S. Shainwald, Walter Sutton, Michel D. Weill, A. H. Wilhelm, and Frederick J. Young. With the close of this year, and on account of the pressure of their private business, Messrs. Otis Johnson, R. W. Kinney, Atholl McBean, Henry Morris, Walter H. Sullivan, and George Wagner, who have at much sacrifice to their private interests served the Association ably and loyally, retire from the Board, and Messrs. Dill, Eacret, Parr, Shainwald, F. E. Sullivan and Wilhelm have been elected to succeed them.

#### MEETING CONCERNING SHEET METAL INDUSTRY

The Sheet Metal Workers' Union recently requested of their employers a conference to discuss various matters of interest to the trade. The sheet metal contractors stated that they would be very glad to talk over any points of interest with the Union but felt that the meeting should be held in the offices of the Industrial Association. Such a meeting was held on December 4th. At this time the Union

presented a number of points that they contended should be seriously considered with a view to improving conditions in the trade, including proper handling of apprentices and helpers, control of sale of sheet metal products, and precautions to prevent the installation of faulty work.

The only important point decided was that the members of the Union agreed to report any violations of the ordinances covering sheet metal inspection and installation so that the inspector working out of the offices of the Industrial Association might have an opportunity to inspect the work and correct the conditions complained of.

The following letter has been received by us from the Sheet Metal Contractors' Association relative to the success of the sheet metal inspection programme in which we are co-operating and which is being jointly underwritten by the sheet metal contractors, jobbers and manufacturers:

"On behalf of this Association, the Board of Directors desire to thank you for the interesting report (dated Nov. 18) of the activities of your inspection bureau.

"The reception by the members present at our meeting of Nov. 19, and the many complimentary remarks by the absentees who were called on later require special mention, with the sentiments expressed by the individual members that something is being accomplished beneficial to the industry. We sincerely hope that means will be provided to continue this work indefinitely.

Very truly yours,  
Board of Directors  
Sheet Metal Contractors'  
Association,  
Edmund Grundy, Secretary."

#### PEOPLE VS. JOHN POWERS

As stated in previous issues, one John Powers, said to be a union boiler-maker, was arrested by the San Francisco police on November 11th on a warrant charging him with having assaulted William Siren, an American Plan molder. He was subsequently arrested by the San Mateo County authorities on a warrant charging him with shooting at B. C. Smoker, another American Plan molder. The case against Powers in San Mateo County first came on for hearing before Justice of the Peace Griffin at Redwood City on November 24th. At that time,

after hearing the testimony of the complaining witness, the case was continued until December 8th.

On December 8th the preliminary hearing proceeded. The District Attorney made out a prima facie case against Powers, numerous witnesses identifying Powers as the man who had fired on Smoker. But Powers, who was represented in Court by the attorney for the Molders' Union, called alibi witnesses who testified so strongly from records and from memory, that the case was dismissed.

On December 9th the San Francisco case against Powers came up in the Police Court of Judge Jacks, but owing to the illness of Judge Jacks was continued to December 16th. In the meantime Powers' case is before the San Francisco Grand Jury.

#### PEOPLE VS. TONY MELLO

The preliminary hearing of Tony Mello, also accused of taking part in the assault on Siren, was set for hearing in Judge Jacks' department at the same time as the Powers case. It was re-set with that case for December 16th.

#### THE EXPENSIVE STRIKE GAME

Under this expressive heading the November issue of Freedom in Employment (Milwaukee) gives the following interesting facts: "Two years ago the union coal miners struck for a ten per cent advance in wages. Their average yearly pay for all classes of employees was \$1,818, and six months' prospective idleness would cost each striker \$909. This, then, was the amount every miner put into the gamble. The record of full time employment up to the present strike shows that the miners have recovered only \$354 of the 1922 sacrifice, leaving a net loss for each man of \$555.

"This is a pretty heavy tax, with nothing for a miner to show for its expenditure but the empty satisfaction of having carried out the orders laid down by the labor leaders.

"As it is, while the average citizen enjoys no special pleasure in the miners' losses, he is at least relieved that he has to make no larger contri-

bution to their winnings. Strikes are expensive to somebody, whether lost or won. When production stops, losses begin; and the final bill is always put under the public's door."

Some of the reasons why closed shop domination is pernicious and costly are given in the November issue of Law and Labor (New York). We quote a paragraph from an article entitled "Labor's Philosophical 'Flare-back'":

"During the Lockwood investigation in New York the fact was revealed that the organized electricians in New York numbered 3,800 out of 12,000 electrical workers. The unorganized majority were not permitted to join the union, but in order to work they were required to show a working permit issued by the union to each non-union electrician every week in exchange for \$2.50. Thus the union was deriving a revenue of about \$15,000 a week by insisting that the majority in the trade be non-union."

#### VISIT OF BOSTON EXPERT ON INDUSTRIAL RELATIONS

Mr. John Calder, consultant on industrial relations for the Swift Co., packers, called at the office of the Industrial Association last week with a view of obtaining first-hand information re policies and activities of the Industrial Association. He was especially interested in the constructive activities of the Association, the training of foremen and apprentices, and the organization of shop unions.

Mr. Calder is the author of a book—"Modern Industrial Relations: Policy and Practice"—which deals with plans of organization and training of foremen to represent management. In the Swift Companies, 70,000 men are employed. All complaints and the general labor policy are handled through committees, which are composed of equal representation of foremen and men. Mr. Calder feels that the solution of the labor problem in the housed industries lies in sound management through properly trained foremen.

#### *Patronize the* INDUSTRIAL ASSOCIATION FREE EMPLOYMENT BUREAU

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# AMERICAN PLAN PROGRESS



VOL. II

JANUARY 15, 1926

NO. 1

## ELECTION OF OFFICERS

The regular annual election of officers of the Industrial Association of San Francisco occurred on January 12th, and the following were elected to serve during the year 1926: President, J. W. Mailiard, Jr.; First Vice-President, Carl E. Heise; Second Vice-President, A. J. Kleimeyer; Third Vice-President, B. R. Funsten; Fourth Vice-President, H. Q. Hawes; Secretary, R. H. Ivory; and Treasurer, S. S. Kauffman. With the presentation of his annual report to the Board of Directors, Mr. Francis J. Baker brought to a close his second term as President of the Association, and the lasting gratitude of the whole Association goes out to him for the splendid service he has rendered.

## TRADE SCHOOLS HAVE NEW LOCATION

Up to the present time the Association's Trade Schools have been located in various different sections of the city. For the sake of convenience and greater efficiency they will hereafter be all housed under one roof. Excellent quarters comprising two full floors and a mezzanine and allowing for five class rooms, four work shops and a meeting hall for examinations, mass meetings, etc., have been obtained at 1120 Howard Street. Some of the schools have already moved and the others are in process of moving. All of them will be located at the new address inside of thirty days.

## ASSOCIATION'S SAFETY ENGINEER BROADCASTS

On January 11 Mr. J. J. Rosedale, the Association's Safety Engineer, gave a radio talk over the KGO Broadcasting Station. Mr. Rosedale sketched the history of safety legislation and safety work, tracing both from their meagre beginnings to their present status, described in brief the accomplishments of the safety program which the Industrial Association has been carrying on for the past two years, and pointed out the necessity for full cooperation between employer and employee in order to make for safety and for loyalty and efficiency as well. He has been requested to broadcast additional lectures on safety work and has consented to do so.

## LABOR BOYCOTTS INEFFECTIVE

According to the labor column of a local newspaper the San Francisco Labor Council feels that the present system of carrying on boycotts against "unfair" organizations "is of no avail," and has appointed a committee to "investigate ways and means of making boycotts effective." A report said to have been rendered by Secretary O'Connell "showed that 30 business houses in San Francisco are now listed as 'unfair' by the council, some of the boycotts having been in existence since 1915." "It seems that when we declared a boycott

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we let the matter rest there," O'Connell is quoted as saying. "Nothing further is done. Many of the houses we have boycotted seem to have become more prosperous and to have increased their business. It is time that we change our tactics and either find some means of making these boycotts effective, or else drop the system entirely."

### BUILDING INSPECTION CONFERENCES

On December 23rd the Committee, composed of engineers, architects and representatives of the Industrial Association, which has been working for several months on a procedure designed to secure more rigid and comprehensive building inspection, met with the Board of Public Works. Mr. Eliel, speaking for the Committee, presented the results of the Committee's conclusions and suggestions to the Board. President Riordan of the Board expressed his gratitude for the cooperation evidenced by the architects, engineers and others of the building fraternity in the community, and stated that within a comparatively short time he hoped to be able to give thorough consideration to the committee's suggestions.

### PROPOSED BUILDING AND PROSPECTIVE LABOR SHORTAGE

The last issue of the Architect and Engineer magazine predicts 35% more building construction in San Francisco this year than last—in all a building programme of \$75,000,000 for 1926. Some of the more important structures to go up are: American Legion building and opera house in the Civic Center, to cost \$500,000 and \$1,000,000 respectively; 30-story Russ Building, \$6,000,000; 25-story Hunter-Dulin Building, \$3,500,000; 15-story McDonald & Kahn Building, \$1,750,000; 20-story California-Mason Hotel, \$2,000,000; 20-story Huckins' Hotel, \$3,000,000; 9-story addition to Hotel Whitcomb, \$500,000; 20-story Mark Hopkins apartment-hotel, \$2,500,000; three-million-dollar theatre for Capitol Company, a subsidiary of Bancitaly Corporation;

new Olympic Club home, \$2,000,000; San Francisco Women's Club Home, \$1,250,000; new wing for St. Mary's Hospital, \$800,000; new units for St. Joseph's Hospital, \$750,000. The State Harbor Commission plans to spend \$4,000,000 in waterfront improvement. In addition practically the normal amount of home building and miscellaneous construction can be counted on. The extent to which this increased construction may create a labor shortage is shown in the following:

### Analysis of Proposed Building in 1926 With Prospective Shortage of Building Trades Mechanics

If the projected building for 1926 is actually undertaken, there will be a shortage of not less than 2,000 mechanics. This estimate is based on the following assumptions:

1. The volume of building for 1925 will be 49.90 millions.
2. The volume of construction for 1926 will be 67.50 millions.
  - a. This volume will be divided as follows:
 

Classes A, B and C	35.00 millions
Frame	22.50 millions
Alterations	5.00 millions
Public	5.00 millions
  - b. A, B and C construction in 1926 will be in approximately the same ratios as in 1924 and 1925, namely 33% Class A, 23% Class B and 44% Class C.
  - c. Frame construction will be about 3 million less than in 1925.
  - d. Alterations and public buildings will be at the rate of the average for 1924 and 1925.
3. Each million dollars of Class A, B or C construction requires the equivalent of 125 man years to construct.
4. Each million dollars of frame construction requires the equivalent of 333 man years to construct.
5. Alterations require the same construction force per million dollars as frame buildings.
6. Public buildings require the same construction force per million dollars as A, B or C buildings.
7. The assumption made in No. 3 above is based on experience on the large jobs recently erected.
8. The assumption made in No. 4 above is based on the construction of a \$5,000 house in 60 days by an average force of 10 men.

Using the above data, the table set out on the following page may be derived:

Class	1925			1926		
	Value in Millions of Dollars	Man Years per Million Dollars	Men Required	Value in Millions of Dollars	Man Years per Million Dollars	Men Required
A .....	4.43	125	605	11.55	125	1445
B .....	2.40	125	325	8.15	125	1020
C .....	6.47	125	875	15.30	125	1560
Frame .....	25.13	333	9075	22.50	333	7500
Alterations .....	4.30	333	505	5.00	333	1665
Public .....	3.35	125	455	5.00	125	625
Totals.....	49.89		11840	67.50		13815
						11840
				Shortage.....		1975

If home building and frame construction should be in the same volume as in 1925, the shortage would be 3550 men.

The shortage shown in the table, namely 1975 men, would amount to 16.65% on the estimated number employed in 1925 and the shortage of 3550 men, based on the present scale of home building, would amount to 30% of the number estimated employed for 1925.

(Note: The above estimate was made about the middle of December and therefore could not employ the actual permits for 1925. The total permits were about \$400,000 more than the estimate employed. Using the exact figures, however, would make no material difference in the final calculations. It should also be noted that the estimated volume is about \$7,500,000 less than the figure used by the Architect and Engineer.)

#### CASES AGAINST POWERS AND MELLO AGAIN CONTINUED

The cases against John Powers and Tony Mello, accused of having assaulted William Siren, an American Plan molder, which have been pending in the Police Court for some time and which were set for hearing on December 16th, have been again continued, this time to January 20th. The Grand Jury, which has been considering the Powers case, has thus far failed to indict.

#### EMPLOYMENT BUREAU PLACEMENTS SHOW LARGE INCREASE

The Employment Bureau of the Association has shown a splendid growth. The figures covering placements for the last two years are as follows:

First six months 1924.....	2393
Second six months 1924.....	3144
Total for year 1924.....	5537
First six months 1925.....	3452
Second six months 1925.....	5369

Total for year 1925.....8821

The number of placements for 1925 were thus 60% greater than for 1924, which is an exceedingly satisfactory showing, proving that both the workers and the employers are finding the prompt, courteous and efficient service of our FREE EMPLOYMENT BUREAU invaluable.

#### COST OF STRIKES

We feel that the public cannot be told too often of the tremendous costs of strikes—costs to the workers, the employers and the whole public. Take the coal strike for instance. According to the American Coal Journal, eighty million dollars has been the cost of it to the striking miners, who have lost 25% of their year's wages since the strike began. Overhead costs to the anthracite operators have already amounted to another \$20,000,000

### WHAT ABOUT HELP?

Our Employment Department placed over 3000 more men in 1925 than in 1924

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of loss. The anthracite coal-carrying railroads have found it necessary to lay off 15,000 men, and the wages these men lost during the first seven weeks of enforced idleness is estimated at \$7,600,000. Industry is suffering a loss of \$4,000,000 a day because of the coal strike, according to estimates of various authorities who state that \$165,000,000 will be the loss to striking miners, operators, railroads and railway employees. What the final cost will be to the whole public is impossible even to estimate, but it will surely be colossal. Ponder this and then reflect on how strikes have been reduced under the American Plan.

#### LABOR TO USE RADIO STATION

According to statements appearing in the labor column of a local newspaper, labor news and lectures will shortly be broadcast from local radio stations. This is said to follow the suggestion of President Green of the A. F. of L. that the radio be used in educating the general public and establishing a closer bond between labor people in outlying districts and larger centers of population. The Chicago Federation of Labor already has a radio station, one of a chain to be established across the country, according to the same item.

#### NEW LABOR PAPER

A local press statement says that the Central Labor Council, Oakland, and the Alameda Building Trades Council are soon to establish an official paper to be owned and controlled entirely by organized labor in the East Bay cities.

#### VALUE OF THE AMERICAN PLAN OR OPEN SHOP

The report of the Open Shop Committee of the National Association of Manufacturers points out and stresses the following facts:

With the exception of a few key industries, the American Plan or Open Shop condition prevails in American industry. The American Plan or Open Shop has made great gains throughout the whole country during the past five years.

Those who seek to impose the closed shop on American industry and society are "economic reactionaries," since "that system under the guilds of former centuries crippled industry and harmed society."

The cost of building is one-third greater under closed shop than open shop conditions. Over the country as

a whole, the additional building cost due to the closed shop is \$500,000,000.

Strikes in the nine years 1916 to 1924, inclusive, have cost the public more than \$10,000,000,000—more than 50% greater than the cost of pensions since the Revolutionary War.

Analysis of closed shop philosophy shows that if put generally into practice it would "dangerously menace our fundamental American institutions."

Closed shop practices and methods are the "antithesis of democracy." "Those who desire to extend the closed shop in industry seek the extension of the principles of monopoly and autocracy."

#### ILLINOIS ANTI-INJUNCTION BILL HELD UNCONSTITUTIONAL

Early last month Superior Judge Sullivan of Chicago, in a case revolving around a strike of the Retail Clerks' Union against a Chicago department store, held the state anti-injunction law unconstitutional and imposed fines and jail sentences on a number of the union workers. This decision makes the score stand one for the anti-injunction law and one against it, Superior Judge Foell of Chicago having declared the act constitutional in a decision handed down in another case a few weeks previous. The labor papers announce that Judge Sullivan's decision "may be appealed to the highest court in the land."

#### WHAT WOULD HAPPEN—

Says The Dinner Pail (Salt Lake City) "if a few men in the town could keep the rest of us from working because they didn't like us, or because we didn't care to associate with them?

"Suppose they were so determined to keep you from working and earning your livelihood that they made attacks upon you whenever they saw you at work? Would you appeal for protection? Of course you would. And you would expect to be protected, too, wouldn't you? The right to work is guaranteed by the Constitution." It is this constitutionally guaranteed right to work—which is the right to live—that the closed shop assails and the American Plan upholds.

To this matter the words of Judge Huggins of New York are particularly appropriate: "To proclaim our love for democracy and our loyalty to the Constitution, and deny to the humblest citizen ample and permanent protection in his rights to labor at his chosen vocation any time, anywhere, is to indulge in the utmost hypocrisy."

# AMERICAN PLAN PROGRESS



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FEBRUARY 1, 1926

NO. 2

## [Bay Counties District Council of Carpenters Threatens Strike

During the early part of last December the General Executive Board of the United Brotherhood of Carpenters and Joiners of America, at the request of the Bay Counties District Council of Carpenters, held their fourth quarterly meeting for 1925 in San Francisco for the purpose of "securing first-hand information relative to the prevailing conditions in San Francisco and Bay Cities" and for the further purpose of giving to the local Council "the benefit of their experience in dealing with the American Plan or non-union shop fight in other sections of the country." A committee representing the District Council appeared before the General Executive Board on December 9th and, according to a statement from the Bay District Council dated January 18, 1926, and which has just been made public, "made a full, complete, detailed report of our efforts to re-establish union conditions in San Francisco and the Bay District." "The General Executive Board," continues the statement, "attended the meeting of the District Council in a body December 9th, and the Council, by motion made and unanimously carried, agreed to comply with whatever recommendations or policy the General Executive Board laid down for the guidance of the District Council and Affiliated Locals to re-establish Union condi-

tions in the District." The announcement further states that "At the Mass Meeting held in San Francisco on Friday evening, December 11th, the membership in attendance unanimously voted to also comply with the instructions and recommendations of the General Executive Board."

On December 23rd, 1925, General President Wm. L. Hutcheson of the United Brotherhood of Carpenters and Joiners of America submitted the following instructions for this District:

"To the Officers and Delegates to the Bay Counties District Council:  
"Brothers:

"The General Executive Board of our Brotherhood, after considering the situation and matters as placed before them by the Committee and officers of your District Council, referred same to the undersigned with recommendations that I take full charge in the District and that all Local Unions and the District Council work under my directions and instructions and render me all assistance and cooperation with the end in view of establishing better working conditions for the building up of a better organization of our Brotherhood in the District. Therefore, in conformity with the action taken, I herewith submit the following for the guidance of your District Council:



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"First: Business Agents to be placed under the supervision and to follow the instructions of the Secretary-Treasurer of your District Council.

"Second: Full cooperation to be established between the Local Unions and District Council.

"Third: The inauguration of an intensive campaign for the purpose of educating and instructing the members as to the purpose and aims of our Brotherhood, with the end in view of establishing in this District not later than April 1, 1926, the Union Shop, after said date no one carrying the card of our organization to be permitted to work on a job where non-union men of our craft are employed, and to assist in this work, all money collected on or for initiation fees from now until April 1, 1926, shall go into the treasury of the District Council.

"Fourth: In order that necessary attention be given conditions in that portion of the district lying on the east side of the Bay, it will be necessary that the number of Business Agents for that section be increased to equal the number employed on the west side and to such a number that the sum total shall be at least a minimum of ten.

"Fifth: Arrangements to be made to amend the District Council by-laws so as to increase the minimum dues of the Locals of the District; increase the per capita of the Local Unions to the District Council; also arrange for the payment to the District Council of one-half of all money paid on and for initiation fees; revise that portion of the District Council by-laws in reference to the representation of Local Unions; arrangements to be made for the election of Business Agents by the District Council instead of by the Local Unions, they to be paid by and be under the supervision of the District Council.

"In order to assist in putting the above into effect the General Office will, until April 1, 1926, pay the salaries of ten Business Agents or representatives at a salary of \$60.00 per week, and will also, through representatives, assist the Secretary of your

District Council in carrying on the work.

"Fraternally yours,

(Signed) "Wm. L. Hutcheson,  
"General President."

In his statement dated January 18, 1926, embodying the instructions of General President Hutcheson as given above, Secretary-Treasurer McLean of the Bay Counties District Council of Carpenters says:

"The Council again unanimously reiterated their former stand to lend their full cooperation to placing recommendations and instructions in effect.

"The principal object to be accomplished is the re-establishing of the UNION SHOP amongst members of our craft employed on building construction, on or before April 1st, 1926. You are therefore advised (if you are working on building construction) to see to it that the carpenter working with you is a member of the Brotherhood, and if not, invite him to become a member, and if you have any difficulty in convincing him, telephone or otherwise communicate with the Secretary-Treasurer of the District Council, \* \* \* who will assign one of the Business Agents to interview him and secure his application if possible."

The foregoing of course means, if it is carried out, that on and after April 1, 1926, union carpenters will strike all jobs on which non-union men are at work. It will be the first serious attempt by concerted effort on the part of any of the unions in the building industry to establish those uneconomic and objectionable conditions which prevailed in the building trades of this city for a quarter of a century prior to the adoption of the American Plan in 1921. So, lest we in the enjoyment of the fruits of the peaceful situation that has prevailed here since the adoption of the American Plan, forget what the conditions were in the building industry under closed shop domination, we reproduce some of the rules and regulations which it is a matter of common knowledge prevailed here by reason of the closed shop, as follows:

Not only did the unions demand that the building industry be conducted on a closed shop basis, but they enforced many arduous and uneconomic restrictions upon the building industry, as a result of which costs were increased, production decreased, and progress



generally retarded. These restrictions were of the following character:

(a) Rules limiting the number of apprentices.

(b) Rules limiting the amount of work.

(c) Rules limiting the use of labor-saving devices.

(d) Rules usurping the authority and power of the employer.

The following are typical instances of these restrictions. The Plumbers' Union enforced the following:

(a) No apprentices were allowed in the plumbing trade except journeymen plumbers' sons, from 1905 to March, 1920, and even master plumbers' sons were not allowed to learn the trade from 1907 to 1921. As a result not more than 15 to 25 apprentices learned the trade in San Francisco during this 14-year period.

(b) No plumber was allowed to bend a pipe to fit it into an offset, but was required to use fittings instead, to cause more work.

(c) No laborers or carpenters were permitted to cut a hole in concrete to permit the passage of a pipe, no matter how competent the workman nor how small or how simple the work might be.

(d) No union plumber would work on non-union material.

(e) Union men could not work overtime on Saturday without permission of the union, no matter how serious the emergency.

(f) Detailed reports had to be made daily by union men to union headquarters, showing how many fixtures were set each day. Men who did more work than the standard set by the union were disciplined for their efficiency.

(g) No employer was allowed to stay on a job for more than two hours a day.

(h) The union could order as many men on a job as it saw fit, regardless of the wishes of the employer.

(i) Work could not be commenced on a job until the business agent of the union told how the job was to be done.

The Painters' Union enforced the following:

(a) No brush more than four inches in width could be used on or in any building.

(b) Roof painting with a sweep brush (a wide brush with a long handle) was prohibited and the work had to be done with a small brush.

(c) No union painter would paint non-union lumber.

(d) No union painter would use the labor-saving device known as the paint gun or paint spray.

The Plasterers' Union enforced the following:

(a) Only one apprentice was permitted in each shop, regardless of the number of men employed in the shop or the size of the shop, and no additional apprentice was admitted until the first apprentice had served two years.

(b) Double time was demanded for Saturday morning.

(c) The use of labor-saving devices such as the cement gun and of certain devices which would lower costs by permitting the use of cheaper material were prohibited.

These restrictions were typical of those imposed by the fifty-odd unions in the building industry. But the greatest restriction was the closed shop restriction. It denied to the employer the right to employ a qualified worker, simply because he was not a member of a San Francisco labor union. It also denied to the qualified worker the opportunity of employment if he was not a San Francisco union man. A union man from another locality could not obtain employment. He must be a member of a San Francisco union. Membership in a distant union was not sufficient. Nor could the newcomer overcome this by joining a union, for by reason of the cost and the conditions imposed, admission to the union was practically unattainable to the newcomer. Moreover, the characters of certain unions were closed entirely to new members.

It seems almost inconceivable that such conditions could exist or that the unions should be able to enforce or perpetuate them. But such was the case. The use of the strike and the boycott and economic pressure by the unions enforced their regulations. The slightest violation of these regulations by a contractor resulted in a strike, not only by the craft involved, but by every other craft employed by the contractor, not only in San Francisco, but in every other city in which he might have work.

The announcement of this contemplated action of the carpenters comes as no surprise to us. We have been apprised of the situation all along, and, in our capacity as representing the public interest, are prepared to meet any contingency that may arise and take what action may be necessary to protect the public.

## San Francisco Grand Jury Given Facts on Foundry Situation

San Francisco, Calif.,  
January 29, 1926.

Mr. Harry W. Gaetjen,  
Foreman of the Grand Jury,  
750 Bryant Street,  
San Francisco.  
Dear Sir:

We are taking this means of advising you concerning certain statements made in the open letter addressed to you by the Molders' Union. In the interests of fair dealing and common justice, we feel that we should lay before you again in writing the principles which have actuated the Industrial Association in connection with our several conferences with representatives of the Molders' Union and with the Grand Jury.

We take no substantial exception to the general statements of fact contained in the letter addressed to you by the Molders insofar as this letter refers to facts and not to opinions. We do, however, take most decided exception to the statement that the Industrial Association refused to accept the proposition of the Molders' Union calling for the appointment of a Conciliation Board on the grounds "that one of the fundamentals of the Industrial Association was, not to refer any question to conciliation."

This is so far from the position which has always been taken by the Industrial Association that we are forced to the conclusion that there was no intention on the part of the Molders' Union to definitely state the actual facts brought out at our several conferences, and we are, therefore, particularly glad that you were present at a number of them. As you know, the Industrial Association has only refused to submit to arbitration or conciliation the principles which are incorporated in the constitution and by-laws under which it is operating and which it feels are the guiding principles which must serve to indicate its course of action under the public trust which has been placed in its hands. These principles are:

### First:

The right of any person to seek, secure and retain work for which he is fitted, and the right of the employer to engage or dismiss employees, should not be abridged or denied because of membership or lack of membership in any organization or association of any kind.

### Second:

Efficiency in industry: This should be created and maintained to enable our enterprises to cope with those of other places. Superior skill and industry in work should be permitted to earn an adequate reward. The establishment of this principle, however, is not to be used to reduce the earnings of a less able man below a fair return for the work done. No artificial limit or restriction should be placed upon the normal production of any man or upon the use of any appliance, invention or other means to increase output, always having due regard for the health, safety and well-being of the individual.

### Third:

The right of management is inseparable from responsibility for industrial results. Therefore the right of the employer to engage or dismiss men individually on merit must not be circumscribed; the right on all occasions, however, to be exercised only upon broad principles of justice, and with a recognition of the obligation on the part of the management to cooperate with the employee in securing so far as possible continuous employment.

### Fourth:

No understanding should be reached between employers and employees that ignores the public interest, and no agreement should be tolerated that is illegal or contrary to sound public policy, whether made between employers themselves or with their employees or others.

...

These principles are no more subject to arbitration or conciliation than are any of the fundamental laws or the constitution of the International Molders' Union of North America, which we understand that organization will not under any circumstances consent to submit to arbitration or conciliation proceedings.

Mr. O'Keefe's letter then continues by quoting a letter addressed by him to us suggesting that the points at issue be referred to His Grace Archbishop Hanna, Ex-chairman of the Impartial Wage Board of the Industrial Association.

We call your attention to the fact that it was stated in your presence that His Grace had advised representatives of the Industrial Association that he would not serve in the capacity suggested by Mr. O'Keefe. We, therefore, feel that the inclusion of this letter and the drawing of the Archbishop's name into the controversy with the implication that the Industrial Association refused to accept the services of His Grace when he had previously aided us as chairman of our Impartial Wage Board on two occasions, was not made in good faith and was only intended to confuse the issue.

There then follows this statement "that the Industrial Association will not permit any person or persons other than themselves to conciliate or arbitrate for them." This is again an absolute misstatement of the position taken by the Association. Our refusal to submit the principles of the Association to a single individual, whether it be the Archbishop or any other outstanding citizen of the community, is based on identical grounds with our refusal to submit them to a board, namely that they are not subject to arbitration.

Arbitration or conciliation of a fundamental right is unthinkable. The Industrial Association stands now and has always stood for the fundamental right of maximum freedom to both employer and employee within the broad general sphere of public interest. Neither the International Molders' Union nor the Industrial Association would permit or suggest for a moment the arrogating to itself of the right to determine by any form of arbitration or conciliation proceedings the right of any individual to his religious or political beliefs. The Industrial Association stands unequivocally by the position that individual industrial beliefs and principles whether of employer or employee are equally not the subject of discussion, bargaining or the interposition of any outside authority or group whatsoever.

The letter from Mr. O'Keefe is right in one substantial particular, namely, its statement that the principal point of difference between the Industrial Association and the Molders' Union was the question of collective bargaining. We resent, however, the statement that the Industrial Association denies this right to the Molders'

Union. We merely deny that this is an arbitrable right in the case of the foundries now operating on the American Plan, each of which has determined to follow another course in connection with the dealings with its employees. So far as such foundries as may be dealing collectively with the Molders' Union, the Industrial Association does not deny this right either to the foundry or the Union, but refuses to place itself in the position of legislating for the large group of foundries now operating on the American Plan basis.

We resent the implication that the Industrial Association has arrogated to itself "the right to be the sole judge of the economic welfare of the working people." The specious character of this statement is at once indicated by the previous statement in the letter that there was no question of wages, hours or working conditions involved in the present controversy.

In general, may we call your attention to the fact that there is also a vital inconsistency involved in the statement that the Molders' Union will continue to protest against the denial of their rights, in view of the fact that the principles and objects of the Molders' Union are to deny the right of any man to work unless he agrees with their particular point of view in regard to relations between employers and employees. This statement obviously is not deserving of serious consideration.

We desire to point out that this controversy between certain foundries and the Molders' Union is not of the making of the Industrial Association but is merely an effort on the part of local foundry owners to obtain the same freedom from uneconomic restraints and interference as now characterizes the industry in most Eastern communities and in many other cities, competitors of San Francisco, up and down the Pacific Coast.

We also take this means of calling your attention to the fact that the adoption of the American Plan in San Francisco has brought prosperity to this community; that continued employment at good wages has been the rule; that amicable relations between employers and employees, rather than the industrial turmoil which marked these relations prior to the adoption of the American Plan, have prevailed; that with the single exception of the



foundry industry there has been a lack of strikes, lockouts, or other industrial disturbances. This is, we feel, a remarkable tribute to the principles of the American Plan and is no less a tribute to the broad tolerance and vision of both management and employees engaged in industry in this community.

Permit us to assure you of our appreciation for your personal interest in this entire problem and for the fine cooperation which we have had from you throughout the course of these negotiations.

Very truly yours,

INDUSTRIAL ASSOCIATION  
OF SAN FRANCISCO.

(Signed) Albert E. Boynton,  
Managing Director.

#### ANOTHER FINE FOUNDRY ADOPTS AMERICAN PLAN

On January 25th The McKay Foundry, one of the largest and best-known of the iron foundries in the San Francisco District, went on the American Plan. This concern has one of the best reputations of any foundry in the district for its technical equipment and excellence of product. It has made castings for a great deal of important hydro-electric equipment during the past few years; and so far as its potential capacity is concerned, is one

of the largest gray iron foundries on this side of the Bay. The addition of The McKay Foundry to the American Plan group will therefore add much to the prestige of that group, and the excellent reputation of this foundry and the high character of the work that it does will unquestionably have a very material effect on the progress of the American Plan in the whole foundry industry of the community.

#### FINE WORDS BUT—

In the January 13th issue of the Daily News, Secretary A. T. Wynn of the Molders' Union, in commenting on the termination of the armistice in the foundry situation, is quoted as saying: "We will go on just as we always have. That is, none of our men will return to the shops which have been listed as 'unfair' for the last three years. As far as shooting is concerned, none ever has been done by any of our men, and none will be."

In the same newspaper, under date of January 14th, Vice-President Lawrence O'Keefe of the Molders' International Union is quoted as stating: "We simply must continue the fight to the best of our ability as a matter of self-protection. I am opposed to any so-called 'rough stuff,' and will always advocate against violence."

These are fine words, but—

## \$2,500.00 REWARD

A reward of \$2,500.00 will be paid by the undersigned for information leading to the arrest and conviction of the person or persons who were guilty of shooting Norman Sanford at 1542 Seventeenth Ave., Oakland, on Thursday, January 28th, 1926, said Norman Sanford being the thirteen-year old son of Joseph Sanford, an American Plan coremaker employed in the plant of the Standard Brass Casting Company, Oakland, California.

**Industrial Association of San Francisco**

Santa Fe Building, San Francisco

::

Douglas 7620

On January 13th, the day the foundry armistice terminated, Cesaero Alvarez, an American Plan apprentice molder employed at M. Greenberg's Sons Foundry, was assaulted by two men while he was returning from work. He was kicked in the head and face and badly mauled and a severe scalp wound opened on his head. A witness to the assault verifies Alvarez's story as to the vile language which the attackers hurled at him.

On January 21, A. T. Walker, an American Plan apprentice employed at the Enterprise Foundry Company's Nineteenth Street plant, was fired upon five times as he was leaving his home for work that morning. Fortunately none of the shots struck Edwards.

On January 28th occurred in Oakland something as brutal and criminal as human beings have ever been guilty of. Norman Sanford, a thirteen-year-old school boy who has been in the habit of driving his father, an American Plan molder employed by the Standard Brass Casting Company, to work, was shot with a shotgun by a man or men who drove by the Sanford garage in a touring car with the curtains drawn. The full charge of the shotgun took effect in the boy's leg and he is now lying in agony in an Oakland hospital while doctors work to remove the shot from his leg. It is evident that the shot was intended for his father, who was standing nearby. This shooting is but another of the dastardly criminal assaults that have been made during the past two years by an organized crew of thugs and gunmen upon American Plan workers in the foundry industry.

#### CASES AGAINST POWERS AND MELLO DISMISSED

On January 22nd after a trial lasting three days, Police Judge Jacks dismissed the cases of John Powers and Tony Mello, accused of having assaulted William Siren, an American Plan molder, on June 4th, 1925. Despite the positive identification of the defendants Powers and Mello by Siren, and the identification of Powers by a garageman who testified that Powers was the man who rented from him on June 3rd the automobile admitted to have been the car in which the assaulters of Siren drove away from the scene of the assault, the Judge refused to make a holding, apparently basing his decision upon the testi-

mony of the foreman of the Saddle Rock Ranch near Monterey that Powers was working for him on this ranch on the date on which the assault of Siren took place. It was brought out in the testimony that the ranch foreman was formerly a member of the Boilermakers' Union, the same union of which Powers is or was a member.

#### FAVORABLE DECISION IN SHIP-OWNERS' CASE

The case of Anderson vs. Shipowners' Association of the Pacific Coast et al., which the attorneys for the Industrial Association handled for the Shipowners' Association and the Pacific American Steamship Association, was decided in favor of the steamship owners in a decision handed down by the United States Circuit Court of Appeals on January 18. It will be recalled that in this case a seaman named Anderson was attempting to secure damages and an injunction against the shipowners on account of their refusal to employ him after he had secured the promise of a position, because of the fact that he did not clear through their employment agency.

Previously the United States Supreme Court had refused to issue a writ of certiorari in this case and there is now no appeal from the decision of the Circuit Court of Appeals except another application for a writ of certiorari from the United States Supreme Court, which, in view of its past action, the Court might well refuse to consider.

#### MERCHANT TAILORS' ASSN. APPROVES GROUP INSURANCE

Announcement was made last week that the Pacific Coast Merchant Tailors' Association, which recently met in convention in San Francisco and was addressed by a member of the Industrial Association staff, has approved the policy of group insurance as developed by the Industrial Association, and recommended that its members take out such insurance.

Mr. W. J. Mulcahy, Pacific Coast representative of Chas. C. Kawin Co., National Metallurgical Consultants, and himself one of the most expert metallurgists in the United States, addressed the last meeting of foundry foremen, superintendents and owners on problems of iron foundry practice.

### BUILDING INSPECTION

The group comprised of architects, engineers and others which has for some time past been giving very serious attention to the matter of more thorough and competent building inspection in San Francisco and which has made certain recommendations to the Board of Public Works, is now considering the proper revision of Safety Order No. 1109 covering excavation, shoring and liability of abutting property owners. This committee, on January 28th, presented to the Finance Committee of the Board of Supervisors an outline of its suggestions relative to building inspection and procedure previously presented to the Board of Public Works.

Officials of the American Plan Plumbers' and Steamfitters' Mutual Benefit Association report that they took in ten new members at their last meeting and that this organization is getting along splendidly.

### SUPPORT THE AMERICAN PLAN CONTRACTOR

The loyal American Plan sub-contractor deserves the support of every property owner, architect and general contractor who believes in the American Plan. Just imagine an owner or contractor with union sympathies giving the preference to a non-union sub-contractor! Yet this is exactly what some of the American Plan people—who have in other ways committed themselves to the American Plan principle—do. Through such carelessness or indifference the other contributions they may have made to the American Plan cause are nullified.

The Industrial Association keeps always in close touch with the operations of practically every sub-contractor in the community, and is therefore in position to recommend sub-contractors in every branch of the building industry whose crews are composed of both union and non-union men, and whose work and prices will be found fully satisfactory.

### AMERICAN PLAN CLAUSE

The following suggested American Plan or Open Shop Clause in building contracts appears in the proceedings of the Eighth Semi-Annual American Plan-Open Shop Conference held at Hotel del Coronado, November 5th-7th, 1925:

"No individual worker or group of workers, whether skilled or unskilled, shall be refused employment in any branch of the work under this contract because of his or their membership or non-membership in any organization; and any delay in or damage to the construction proceeding under this contract which may be caused by any recognition on the part of the contractor or sub-contractor hereunder of the right of organized labor to interfere, shall authorize the owner to intervene in his own behalf and carry on the work under said contract at the expense of said contractor, until such recognition has been withdrawn, the delay or damage stopped, and the contractor is ready to proceed with the contract on his own behalf without regard to such interference."

The above deals with a matter of very great and increasing importance to the building industry, and we commend the recommendation of the American Plan-Open Shop Conference to the thoughtful consideration of our readers.

### JANUARY BREAKS BUILDING RECORD

Presaging that 1926 will be San Francisco's greatest building year, it was revealed that all records for January construction activity were broken this year. Figures compiled by Chief Building Inspector John P. Horgan show that the value of building permits issued in January totaled \$5,153,504, which is \$1,749,881 more than the same month in 1925, and \$1,909,589 more than December, last.

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Our Employment Department placed over 3000 more men in 1925 than in 1924

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# AMERICAN PLAN PROGRESS



VOL. II

FEBRUARY 15, 1926

NO. 3

## WHAT IS A STRIKE?

The Bay Counties District Council of Carpenters was apparently shocked, surprised and pained to be informed by the newspapers of San Francisco (and by the American Plan Progress) that it was planning a strike in San Francisco to enforce the union card beginning April 1st, 1926. Planning a strike! Not so. Strike is an ugly word. It sounds harshly in the ears of San Francisco's citizens who remember the almost numberless strikes that kept the whole community in turmoil prior to the advent of the American Plan. So the union carpenters are not planning a strike. Their committee back in Indianapolis hasn't ordered them to strike! Oh no; it has simply ordered them to engage in an "organization campaign" and—TO WALK OFF ALL JOBS ON AND AFTER APRIL 1st, 1926, WHERE THERE ARE ANY NON-UNION CARPENTERS WORKING. But strike! No, a thousand times no! They wouldn't think of such a thing. They assure us of this in a long letter dated February 9th, addressed to the citizens of San Francisco. They point out very earnestly that they haven't said a word about a strike; that the newspapers (and the American Plan Progress) have distorted the facts—"the aims and objects of this campaign have been distorted in the public press and other publications." "No strike plans are being made by the Bay Counties District Council of Carpenters, which is

simply engaged in a campaign to unionize the carpenters of the San Francisco Bay District. All strike rumors have emanated from other sources." The foregoing quotations are from the previously mentioned circular letter of the Bay District Council of Carpenters, dated February 9, 1926. So much for that.

Now let us give some more quotations and see how they square up with those given above. In the third paragraph of his instructions to the Bay Counties District Council of Carpenters, dated December 23, 1925, Wm. L. Hutcheson, General President of the Executive Board of the United Brotherhood of Carpenters and Joiners of America, says:

"Third: The inauguration of an intensive campaign for the purpose of educating and instructing the members as to the purpose and aims of our Brotherhood, with the end in view of establishing in this District not later than April 1, 1926, the Union Shop, AFTER SAID DATE NO ONE CARRYING THE CARD OF OUR ORGANIZATION TO BE PERMITTED TO WORK ON A JOB WHERE NON-UNION MEN OF OUR CRAFT ARE EMPLOYED, and to assist in this work all money collected on or for initiation fees from now until April 1, 1926, shall go into the treasury of the District Council."

In transmitting the above and

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other instructions of President Hutcherson to the local carpenters, Secretary-Treasurer McLean of the Bay Counties District Council of Carpenters under date of January 18, 1926, says:

"The Council again unanimously reiterated their former stand to lend their full cooperation to placing recommendations and instructions in effect.

"The principal object to be accomplished is the re-establishing of the UNION SHOP amongst members of our craft employed on building construction, on or before April 1st, 1926."

If any sane person can construe the language of the above quotations to mean anything other than a strike, then we are very much mistaken. To be sure, the word strike is not used; but what is the essential difference between ordering men not to work on a job employing non-union carpenters, and telling them to strike such a job? If there is any essential difference, we are unable to discover it. The fact that the word strike is not used does not cut any figure—any intelligent person will know that strike is what is meant.

The Industrial Association has not said that there will be a strike. All the Industrial Association has said is that if the local union carpenters obey the ukase of their Indianapolis officials there will be a strike in San Francisco because the AMERICAN PLAN MUST AND WILL BE MAINTAINED.

### MORE PROOF OF THE PUDDING

In past issues of our publications, we have called attention to what has been accomplished in San Francisco during the past five years under the American Plan. We have presented building and other statistics showing that this period has been the most prosperous in the whole history of the community.

Further proof of this assertion accumulates. In its issue of February 7, a San Francisco newspaper devotes several pages to an article concerning the tremendous development in home building in the San Francisco Bay district during the past five years. In this article it is set forth that in the

San Francisco Bay area over 50,000 new homes providing housing for more than 250,000 new population, have been built during the past five years. "Home building," says this article, "is telling the most extraordinary of the many stories of progress in the San Francisco Bay area today." The wave started in 1921, rose higher in 1922, began to climb in earnest in 1923 and reached the proportions of a "tidal wave" in the years 1924-1925.

The total cost of these five years of home building, based upon actual figures taken from the building statistics of the various communities, amounts for housing alone to \$175,663,721. When there is added to this the cost of the lots, the total amount invested in homes by people in the San Francisco Bay district during the past five years reaches the colossal sum of \$300,000,000. Certainly no one could ask more abundant proof of the efficacy and general desirability of the American Plan, for these benefits have accrued alike to the capitalist and the lowliest working man.

It is easy enough to see the proof of American Plan progress in the changing skylines of San Francisco and Oakland. What some of us have perhaps overlooked is that it finds equal proof in the splendid development that has taken place in home building in the whole San Francisco Bay district during the past five years.

### SAFETY WORK IN SHEET METAL INDUSTRY SHOWS EXCELLENT RESULTS

During the period in which our safety service has been extended to cover patent chimney and sheet metal inspection work, namely, from October 19, 1925, to January 23, of this year, 210 inspections and 150 reinspections have been made covering 1618 chimneys and 250 miscellaneous sheet metal jobs. Serious violations to the number of 374 were found, of which 254, or 67%, were corrected through our recommendations. An educational campaign with respect to our service has been carried on among contractors, builders and architects and it is believed that the service has already brought about fairer competition and a superior class of work.

In San Francisco in 1924 there were 64 fires due to defective chimneys. Recently our safety engineer investigated three fires due to defective chimney installation. The first caused a loss of \$2000, the second \$2500, and

the third \$50,000. It is believed that had the building in which the third fire occurred been properly inspected as to chimney installation, this fire could have been prevented. It is believed, therefore, that inspection service covering the sheet metal industry should be continued indefinitely.

#### AMERICAN PLAN FOREMEN

The Industrial Association has recently received more orders for non-union foremen and superintendents than had formerly come in in many months. Evidently contractors are awakening to the serious disadvantage to them from having their work under the control of men whose allegiance is to the closed shop rather than to the man who meets the payroll. A prominent electrical contractor who has recently had a large job disrupted through senseless closed shop interference is now planning the organization of an American Plan crew with a foreman who has not only proven his competence as a mechanic but has unequivocally demonstrated his loyalty to the American Plan. When more employers follow this fair and sensible policy, the American Plan will make an even better showing than it has heretofore.

#### BOARD OF SUPERVISORS GIVEN BUILDING INSPECTION REPORT

Through its Finance Committee, the Board of Supervisors, City and County of San Francisco, received on January 29 the recommendations of the group of architects, engineers, contractors and representatives of the Industrial Association concerning improvement in building inspection procedure. The Finance Committee gave to these recommendations a favorable reception and made the matter of their consideration a special order for a subsequent meeting.

#### PAINTERS TAKING REFERENDUM ON CLOSED SHOP

Paralleling the action of the carpenters' unions, the various locals of the painters, comprising the Bay District Council of Painters, are taking a referendum vote on the enforcement of the closed shop in that trade on and after April 1. The referendum is merely an advisory one and also carries with it the proposal of a \$5.00 assessment to be levied on all members as well as the placing in the hands of the District Council of final authority to determine whether or not the painters will actually attempt to enforce the card.

#### ELECTRICAL CONTRACTORS' APPRENTICESHIP COMMITTEE MEETS

A very well attended meeting of the Electrical Contractors' Apprenticeship Committee was held at the Electrical School on the evening of February 3rd. The Committee members, after viewing the school and learning in detail of its activities, pronounced themselves as highly gratified at the progress which has been made.

#### BUILDING INSPECTION MEETING

A special meeting of the Building Inspection Committee which has had under consideration various suggestions for the betterment of building inspection in San Francisco, met on February 3rd for the purpose of considering a revision of the safety order relative to excavations. This was followed by a meeting on February 5th at the State Building on this question.

#### INQUIRY OF MANUFACTURER AS TO LABOR CONDITION AND FACTORY SITES

One of the large men's clothing manufacturing concerns is seriously considering the location of a factory in California and prefers a San Francisco site. A representative of this concern recently spent considerable time in our offices for the purpose of discussing various proposed factory sites around the Bay, as well as the general labor situation in the various Bay communities.

According to the annual report of the American Federation of Labor, unions in this country gained less than one-half member apiece during the year 1925. There are 31,261 local unions in the United States and the net membership gain for the year was 12,498. The greatest gain was made by hod carriers. According to this report, organized labor in this country now has 2,878,297 members.

Forty-one trade unions in Hudson county, New Jersey, have recently banded themselves together to organize what is to be known as the Union Labor Investment Corporation, with a new labor bank to have \$5,000,000 capital. This will be the sixth bank started by organized labor in the metropolitan district of New York.

In the latter part of December, 1925, there were 46 strikes before the U. S. Department of Labor for settlement, in addition to 18 controversies which



had not yet reached the strike stage. Total number of cases pending, 64.

According to one of our exchanges, the representatives of the Building Trades Council of New York City have refused to submit their demands for wage increases to arbitration unless the employers agree to an immediate wage increase of \$1.00 per day. They declared that in the event of this immediate increase, they would then arbitrate the other wage demands which cover 37 building trades. The increase asked for bricklayers is \$4.00 per day, which would bring their total wage to \$16.00. For all mechanics now receiving \$10.50 per day, an increase to \$12.00 per day has been demanded, with \$1.00 per day for helpers now receiving \$8.00.

#### UNIONISM ON THE TOBOGGAN

Under this heading, the Detroit "Saturday Night" has this to say:

"If you ask why the membership of the American Federation of Labor has declined from 4,078,740 in 1920 to 2,865,979 in 1925, you will get a multitude of answers. But there is one fact that covers all answers, an obvious fact, to-wit—the wage-earners of America are losing interest in the American Federation of Labor.

"The great heritage of the American wage-worker of today is his individual freedom to work out his own destiny subject only to the limitations of his own brain and brawn. It is natural that he should reject socialism and turn away from any kind of unionism that smacks of socialism or any kind of unionism that threatens his individual fortunes."

#### REAL ESTATE SALES SHOW INCREASE

During the year 1925 there were 18,282 sales of San Francisco real estate, for a total of \$182,907,216. This is the highest total ever reached in the history of the city, being an increase of over \$26,000,000, or 17 per cent, over the highest previous total (that of 1923) and an increase of

\$41,000,000, or 29 per cent, over the total for 1924. In the period 1900 to 1925 inclusive, the value of real estate sales in San Francisco increased from \$18,527,814 in 1900 to \$182,907,216 in 1925.

#### S. F. LEADS IN COST OF LIVING DECLINE

It is particularly interesting, in view of the frequent union attempts to show that San Francisco has gone to the bow-wows, to point out that along with our tremendous increase in building and in general prosperity, there has been a decrease here in the cost of living. Indeed, according to statements published in the local press within the week, San Francisco led all other American cities during January in the decline of retail food prices. These statements were based upon a survey announced by the Bureau of Statistics of the U. S. Department of Labor.

The survey also revealed that San Francisco was second only to Portland, Oregon, of all cities in the United States, in having the smallest increase in retail food prices for the year 1925. San Francisco's increase for the year 1925 was only 1%, while other cities (Minneapolis, Atlanta, Cincinnati, St. Paul and Indianapolis) showed increases ranging from 11% to 8%.

The figures which show San Francisco the cheapest city in which to eat were gathered in 28 of the leading cities of the United States.

#### WAGES IN AMERICAN INDUSTRY

Wages in the United States are approximately double those now paid in Great Britain. Even "real" wages are much higher in the United States than in any other country. Following estimates of the International Labor Office at Geneva, it appears that real wages in the principal countries of Europe, calculated on the basis of real wages in the United States as equal to 100 per cent, in July, 1924, were approximately as follows: Holland, 45 per cent; Poland, Sweden, 40 per cent; France, Norway, 35 per cent; Belgium, Czecho-Slovakia, Spain, 30 per cent; Austria, Germany, Italy, 25 per cent.

### WHAT ABOUT HELP?

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# AMERICAN PLAN PROGRESS



VOL. II

MARCH 15, 1926

NO. 4

## SUSPECT IN AMERICAN PLAN MOLDER SHOOTING HELD TO ANSWER IN ALAMEDA

In a previous issue we gave an account of the attempted assault of Eugene H. Denison, an American Plan molder working in San Francisco but residing in Alameda. On February 15th, as he and his son were walking along a street near their home, a shotgun was poked out of a swiftly passing automobile and discharged at them. Fortunately the shot went wild.

On February 26th, at about 6 P. M., the Alameda police discovered Wm. Marshall and Henry Garcia near the railroad station in Alameda, where Denison leaves the train. These men were acting suspiciously and apparently watching for Denison's train. As neither man could explain his presence there, they were placed under arrest by the police, and it subsequently was disclosed that the car which they were driving was owned by one Ernest Mello, a brother of the Tony Mello who was accused of participating in an assault on Wm. Siren, an American Plan molder, last June. In attempting to explain their presence in Alameda, Marshall and Garcia claimed to be bootleggers, but were unable to give any satisfactory excuse for their presence in this particular part of the city at the time mentioned. They were therefore held by the police until Denison could appear. Denison was unable to identify Marshall, but did

immediately point out Garcia as the man who drove the car from which the shot had been fired at him on February 15th. Accordingly, Marshall was released and Garcia held for preliminary hearing under bail of \$20,000 bond or \$10,000 cash.

Garcia's preliminary hearing came on March 6th, at which time a well-known East Bay attorney who has appeared for the molders' union at other times was present as attorney for the defense. The prosecution proceeded to put in its case against Garcia—Denison taking the stand and testifying as to the attempted assault upon him, and again positively identifying Garcia as the driver of the "wrecking car." At the conclusion of the prosecution's testimony, the defense secured a continuance until March 11th.

On March 11th the defense put in its case, which consisted merely in recalling to the stand the complaining witness, Denison, and his son, and asking them virtually the same questions as had been asked of them on cross-examination at the earlier hearing. The attorney for the defense then made a motion to dismiss on the ground that no connection had been shown between the shooting at Denison and the defendant Garcia's presence in the car. The Judge ruled, however, that sufficient cause was shown to hold Garcia for trial in the Superior Court, and accordingly bound him over for trial with his bail fixed at the sum of \$3500.

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### ANOTHER CLOSED SHOP FOUNDRY ADOPTS AMERICAN PLAN

There is, as we have pointed out in this and other publications, abundant evidence of the success of the American Plan in the foundries. Possibly the most telling proof is the fact that during the last four months five closed shop foundries have come over to the American Plan basis of employment—three since the first of the year. The third closed shop foundry to make this important change, and thus indicate markedly the direction in which the tide is running, is the McCormick Bros. Iron Works, one of the oldest and best-known gray iron and semi-steel plants in this district, and which effectuated the American Plan on March 15th. Moreover, several other closed shop foundries are now negotiating with the end in view of adopting the American Plan, and their departure from the closed shop ranks is believed to be only a matter of a short time to make the arrangements necessary for such a change.

### CONTRACTORS CANVASSING CREWS

A number of the large contracting firms and virtually all of the home builders are now canvassing their crews of carpenters with a view to ascertaining the attitude of the men toward the proposed carpenters' strike of April 1st. Some of the contractors have found foremen who have shown more loyalty to the union than to the firm employing them, and have supplanted these men with foremen whose loyalty is unquestioned. A foreman disloyal to the firm employing him is not a very valuable man, and his services can easily be dispensed with.

### AMERICAN PLAN CHIEF CONCERN OF STATE LABORITES

According to announcements in the labor columns of the local newspapers, the principal topic of discussion at the next convention of the State Federation of Labor, to occur in the next few weeks, will be the American Plan.

### PLAINTIFF IN SHIPOWNERS' CASE APPEALS

The various stages of the litigation in which local interests have sought to secure legal action preventing the Shipowners' Association of the Pacific operating an employment bureau, and in which our attorneys have represented the Shipowners' Association, have been covered in previous issues of our publications. The first action resulted in a complete victory for the Shipowners' Association. Subsequently a second action was brought. Our attorneys interposed a motion to dismiss, which was granted by Judge Partridge and sustained on appeal to the Circuit Court of Appeals. Now attorneys for the plaintiff have petitioned the U. S. Supreme Court for a writ of certiorari to review the entire proceedings from the time the motion to dismiss was granted by Judge Partridge until it was sustained by the Circuit Court of Appeals. In view of the Supreme Court's previous refusal in a similar case to issue such a writ, it is believed that this plaintiff's petition will be denied.

### ORGANIZATION

"Labor," says The Open Shop News, "has the same right to organize as capital—the same legal and social right. But labor which makes of its power of combination an implement of oppression ought not to have and as a matter of experience does not have more sympathy from the public than capital which uses its power of organization for the oppression of the wage-earner. Labor is finding this out slowly. When it realizes its inevitableness we shall have fewer strikes and vastly more cooperation between capital and labor. Ethics is one of the supreme principles of civilization. Organization of capital or labor without ethical standards of responsibility to the public are tyrannies as detrimental to themselves as they are to the common weal."

### AMERICAN PLAN CLAUSE IN CONTRACTS

The following is the American Plan Clause which has been approved for insertion in all sub-contracts:

"All work provided for herein shall, in each and all of the crafts employed, be done strictly on the American Plan; that is to say, a substantial number of



both union and non-union men of the same craft shall be employed in each craft on the job, unless union men of any craft shall refuse to work with non-union men of the same craft or other crafts, in which event the work of such craft shall be done by non-union men exclusively." The clause for inclusion in general contracts is identical to this except for the addition of the following:

"All sub-contracts entered into between the contractor and sub-contractors shall contain an article of agreement identical with the one last hereinabove set forth."

#### OPEN OR CLOSED SHOP IN CHICAGO

According to a recent issue of The American Contractor, Chicago's struggle to effect the Open Shop is by no means over. The reiterated demand of the Building Trades Council for the right to call sympathetic strikes whenever non-union workmen in any building trade appear on a job has created a far from satisfactory condition. The question of wages apparently does not enter into the situation. No demands for increases have been presented, the present scale being, in the opinion of The American Contractor, "high enough to satisfy the most belligerent craftsman." "On a fight for more wages," says this publication, "it would be very difficult for the unions to keep their members off jobs that would offer the present scale." Chicago's unfortunate situation seems to have resulted in the main from the tendency of certain groups of large contractors to contend between themselves and fail to support the agencies which have in hand the effectuation of the open shop principle. Thus the unanimity with which San Francisco contractors support the American Plan is no small circumstance in the perpetuation of the American Plan basis of employment in the building industry of this community.

#### LABOR CONDITIONS IN NEW YORK UNSETTLED

From all reliable accounts the labor situation in the building industry in New York City is still greatly disturbed. Some 38 crafts are renewing their demands for increased wages, although remaining at work under a truce that has been in effect since January 1, 1925. It is said, moreover, that certain of the New York City

building trades unions are openly enforcing many of the artificial and autocratic rules and regulations which the adoption of the American Plan banished from San Francisco. New York contractors, while submitting to these baneful practices, seem to be firm in their refusal to grant wage increases at this time in view of the unprecedentedly high wage scale already obtaining. They demand that the wage question be submitted to arbitration in accordance with the agreement and that the findings of the arbitration committee be accepted as binding. The unions, however, are strongly opposing arbitration. They apparently realize that they have no valid claim to wage increases, but feel they are in an advantageous position to push their claims successfully since the volume of new work is exceptionally high in New York at the present time. How long will it take New York, we wonder, to comprehend what has occurred in San Francisco and thus understand that questions of this sort are never settled until they are settled right. What the American Plan really means to San Francisco can be perhaps best realized when we understand what its absence in New York means to New York.

#### NEW PAINTERS' SCHOOL OPENED

On March 9th, the School for Interior Decorators was re-opened at the new quarters, 1120 Howard Street. Eighteen advanced apprentices were enrolled and a joint meeting was held with employers. Mr. Herbert E. Brace, the retiring Chairman of the Master Painters' Apprenticeship Committee, acted as Chairman of the meeting and explained the purpose of the school and the interest that the Master Painters' Association had in the school.

Mr. B. H. Gurnette, the new Chairman of the Apprenticeship Committee, outlined the training plan and introduced the new instructor, Mr. J. Harsveldt. Mr. Pierce explained the part of the Industrial Association and the purpose in the school not only to offer practical training facilities, but also to make the school a place that will give inspiration to the apprentice in developing his artistic abilities.

An educational plan was outlined, covering a series of meetings with outside speakers, interior decorators, architects and artists which will be of interest to the employers as well as the apprentice.

A new type of Apprenticeship Agreement is being discussed by the committee which provides that a certain portion of the apprentice's wages go into an Apprenticeship Fund which will be distributed among the apprentices in good standing at the completion of each year of training.

### THE PRICE OF UNIONISM

The proponents of unionism invariably set up and vigorously support the claim that it makes for efficiency and economy in production. The claim is just as vigorously attacked by proponents of the American Plan idea. Against the theories of the one we have the proofs of the other.

In Los Angeles it has been found that open shop building construction means a saving of from twenty to thirty per cent. No doubt, the same can be truthfully said about building in this section.

The recent experience of a contractor in a nearby town, where union conditions have existed for some time, add to the evidence in favor of the American Plan and should interest our readers. This contractor is beginning work on five dwellings and expects to build twenty-five more during the season. As soon as it was known that he planned to build, a union business agent called upon him and stressed the importance both of operating with union men and of buying his materials from local firms. The contractor thereupon obtained bids from the sub-contractors and got prices on lumber, millwork, cement, etc., from the firms recommended by the business agent. At the same time he got bids and prices from San Francisco contractors and supply firms. The results were startling.

In no instance were the local bids or prices within reason, with the natural result that the contractor will give his business to San Francisco firms. Under the conditions that the union representative endeavored to impose upon him a house that he can now build for \$10,000 would have cost him \$13,000—truly a heavy penalty to pay for being the tail to a union kite!

### THE BOYCOTT BOGEY

The unions make capital of their threatened blacklists and boycotts. No doubt they have had some effect, but it is doubtful if they are the menace now that some timid business men believe them to be. Union people in their buying are like other people—they go where the merchandise or the service pleases them most and where the prices are the lowest. That the union leaders recognize this fact is proved by their decision to abandon the boycott unless it can be made more effective than it has been in recent years.

Among the business people most fearful of a threatened boycott are the owners and operators of moving picture theaters. The union propagandists and business agents have convinced many of them that there is something about their business that renders it more than ordinarily vulnerable to attack from this source. While admitting that their efforts to injure stores, restaurants and other businesses have failed because of their inability to control the buying habits of their following, they claim that they can keep union men and their families out of places of amusement that they may declare "unfair." The whole thing is a farce and the sooner the theatrical people declare their independence the better it will be for them.

### UNION MOLDER SHOT

The local papers report the shooting on Sunday morning, March 7th, of William Frank as he was entering his home at 340 Monterey Boulevard, San Francisco. Frank is said to be a union molder employed at the Pacific Foundry. According to newspaper accounts of the affair, Frank had just alighted from a street car near his home at one o'clock in the morning. As he walked up the steps to his home he was fired upon twice by a man or men who sped away in a small touring car. Both shots took effect, one in the leg and the other in the arm and side. Fortunately, however, his wounds, while serious and painful, will not prove fatal.

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# AMERICAN PLAN PROGRESS



VOL. II

APRIL 1, 1926

NO. 5

## BAY DISTRICT CARPENTERS STRIKE AGAINST AMERICAN PLAN WORKMEN

Pursuant to a general notice issued March 23 by the Bay District Council of Carpenters that non-union carpenters would not be permitted to work on jobs with union carpenters on and after April 1 in San Francisco and the Bay district, several hundred union carpenters have struck their jobs in Oakland and San Francisco to force a closed shop regime. With the exception of minor disturbances and the abortive plumbers' strike of 1922, this is the first assault on the American Plan in the building trades of San Francisco since its inception in 1921 under the auspices of the Industrial Association.

Simultaneously with this assault, with its denial of the right of qualified mechanics to work without benefit of union cards, the Industrial Association began replacing striking union workers with skilled American Plan mechanics. At the end of the second day of the strike every vacated job had been filled and the Association was prepared to fill as many more jobs as necessary.

A special committee made up of members of the Advisory Board and the Executive Committee of the Association had its organization completed and was in operation March 30 when it became apparent that the Bay District Council of Carpenters was intent upon carrying out

its threat. The issue drawn squarely by the Bay District Council of Carpenters was accepted by the Committee and the fight started and will be finished along those lines. The issue is defined in the following excerpt from a bulletin broadcast March 23 to all employers of carpenters in the San Francisco Bay District and signed by N. H. McLean, Secretary-Treasurer of the Bay District Council of Carpenters:

"You are hereby notified that on and after that date (April 1, 1926) non-union carpenters cannot work on the same job in this district with carpenters holding membership in the United Brotherhood of Carpenters and Joiners of America."

So it is not a question of wages, hours or working conditions. There is only one issue at stake, the right of a competent mechanic to work in his chosen calling without dictation from anyone. This is the one and only issue despite subsequent efforts to cloud it in public press statements about carpenters' wages and building costs in other cities, together with unsustained charges that the Industrial Association stands in the way of direct negotiations between workers and employers.

The Industrial Association has accepted the issue. In a statement issued to the press of San Francisco after the strike became an accomplished fact the Industrial Association offered the following public statement:



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### **"An Unfair Strike"**

"The Industrial Association of San Francisco, representing the citizenship of San Francisco generally, feels duty bound to make clear to its constituency at the outset the issue involved in the strike of some of the union carpenters of the Bay district today and to assure all concerned that the Association will do everything in its power to protect the equity of the public in the situation precipitated by the Bay Counties District Council of Carpenters.

"This is an unfair strike, a strike of union carpenters against fellow workmen who do not belong to the union. That is the only issue. The strike is predicated upon the following order broadcast to all employers by officials of the District Council of Carpenters under date of March 23:

"You are hereby notified that on and after that date (April 1, 1926) non-union carpenters cannot work on the same job in this district with carpenters holding membership in the United Brotherhood of Carpenters and Joiners of America."

"That is the only issue in this strike. It is the issue of the right of a craftsman to a job. It is not a strike against employers or capital, but a strike of carpenter against carpenter, with the public of San Francisco and the prosperity of our city threatened.

"Approximately eight carpenters out of ten employed in San Francisco carry union cards and are employed without prejudice to their union membership. No attack has been made on the carpenters' union nor is there any question of wages, hours or working conditions involved.

### **Prosperity**

"This strike precipitated by union officials comes today after five years of unprecedented prosperity and progress in building construction in San Francisco. During those five years under the American Plan more than \$220,000,000 has been spent in building construction. Every union carpenter, his wife and family, knows that building mechanics have never before enjoyed such a period of steady, uninterrupted income and prosperity.

"The Industrial Association of San Francisco, representing the public of San Francisco, intends to see that this prosperity and progress continue. It intends to do everything possible to assure uninterrupted continuance of the building activity evident on every side and to maintain the inalienable American right that a qualified craftsman in San Francisco is entitled to a job where he finds it, be he union or non-union.

"We are convinced that the rank and file of far-seeing, intelligent union men are not in sympathy with this strike; that their own prosperity for the past five years has made it obvious beyond the peradventure of a doubt that their interests do not lie in this strike.

"We are going to try to keep the public informed accurately from day to day on the situation. According to first meager reports received, only seventy-six carpenters working on thirteen jobs have responded to the strike order. Their places were filled immediately by skilled craftsmen of the highest type and we are prepared to continue to fill as many vacancies as may be necessary."

### **Press Reports**

This statement was carried virtually in full by all San Francisco papers and parts of it were carried throughout California and other parts of the United States by the leased wire news associations. It won the approval of the general public of San Francisco and of fair-minded union men, many of whom are reported as not in sympathy with the arbitrary decision of their national and district officials to wreck five years of prosperity and content in the building trades of the Bay district.

During that time there has been an ever-increasing prosperity and a stability of employment in sharp contrast to conditions obtaining prior to 1921. The American Plan under which the Industrial Association of San Francisco guaranteed a minimum wage—in the case of the carpenters eight dollars a day—together with the eight-hour day, the five and one-half day week, strict overtime regulations, and safe and sanitary working conditions, has been the underlying major factor in bringing about that prosperity. Through the operation of the plan under the auspices of the Industrial Association, investing capital for the first time in many years was assured a square deal and San Francisco was

heralded throughout America as a safe city in which to invest.

The officers and members of the Industrial Association are determined that neither employers nor labor shall disrupt that prosperity; that the control of San Francisco industry by any exclusive group is a thing of the past for all time. They are willing to fight it out on that line if it takes all summer. The Association has the resources, the sinews and the morale to guarantee the continuance of the American Plan in San Francisco.

There is every indication that the carpenters' effort to break the present wave of prosperity and throw thousands of men on the streets will fail. While San Francisco newspapers have not as yet voiced any editorial judgment, their treatment of the strike so far in their news columns indicates that they believe that it is already abortive. This is confirmed also by the fact that cases of petty violence and intimidation of American Plan carpenters by union men began on the very first day of the strike, a method seldom resorted to until hope is lost.

#### FULL TEXT OF STRIKE NOTICE

Following is the full text of the strike notice issued by N. H. McLean, Secretary-Treasurer of the Bay District Council of Carpenters under date of March 23:

"To All Employers of Carpenters,  
"San Francisco and Alameda Counties:  
"Esteemed Sirs:

"In order that you may be thoroughly informed regarding the carpenter policy on April 1st, 1926, you are hereby notified that on and after that date (April 1st, 1926) non-union carpenters cannot work on the same job in this district with carpenters holding membership in the United Brotherhood of Carpenters and Joiners of America. The carpenters who have made application for membership, and are paying on same, will be considered in the same class as members of the United Brotherhood of Carpenters and Joiners of America.

"If you have in your employ only carpenters who are members of the United Brotherhood of Carpenters and Joiners of America, or paying on applications to become members, you are guaranteed that your job will proceed without delay or interruption on and after April 1st, 1926. This policy applies to members of the carpenter craft only, and does not deal with any

other craft in the building trades organization.

"The purpose of our present activity is to re-establish healthy and harmonious relations between the contractor and other employers of carpenters and the Bay Counties District Council of Carpenters, with the hope of stabilizing labor conditions and promoting the welfare and prosperity of the Bay Cities.

"Our District Council is compelled to take individual action on this matter because the Industrial Association and Builders' Exchange will not permit you and your employes to meet and deal with representatives of our District Council. We feel that the carpenters and their employers are entitled to a voice in the conduct of their affairs, and that is what we are seeking to obtain.

"We respectfully ask that our effort be given your loyal support and hearty co-operation."

#### BUILDERS' EXCHANGE CHOOSES OFFICERS

On March 15th The Builders' Exchange held its annual election of directors. The total vote was the largest ever cast at an Exchange election, and the following men were chosen directors: W. H. George, A. H. Wilhelm, Emil Hogberg, Alexander Mennie, Joseph B. Keenan, J. D. McGilvray, C. G. Berg, R. J. H. Forbes, James H. Pinkerton, D. J. Sullivan and S. F. Cohn, the latter succeeding C. S. Allred. Subsequently, the Board of Directors met and re-elected all officers, as follows: W. H. George, president; Emil Hogberg, first vice-president; D. J. Sullivan, second vice-president; James H. Pinkerton, third vice-president; R. J. H. Forbes, secretary; and Alexander Mennie, treasurer.

#### UNION MOLDER MURDERED

Peter Navarrett, a union molder, who was shot down March 26, died April 2 from his wounds. His murderers are still at large. The circumstances of the shooting closely paralleled the attack on Don Green, an American Plan molder, who was shot March 24 by the terror squad. Green is making an excellent recovery.

Navarrett's death has added the charge of murder to the long list of assaults and shootings which has marked the molders' strike. Coming as it did after the carpenters' strike was launched with several assaults on

American Plan carpenters, Navarrett's death brought the following statement from the Industrial Association:

"The lawless conditions which prevailed in San Francisco in 1916 and which resulted in the organization of the Law and Order Committee, will not again be tolerated by our people. The peace must be maintained; life and property must be secure. The cowardly assassins who took the life of Navarrett, a union molder, and who have been wantonly shooting down American Plan molders and their little children for three years, must be run to earth and punished.

"The guilty parties, no matter who they may be nor how high their position or authority, must be taught that they are not above the law.

"The thugs and plug-uglies who have been guilty of these cruel and cowardly assaults must be apprehended forthwith. And when apprehended, let there be no recurrence of the Carey-Redmond fiasco. These men, it will be recalled, confessed to the police that they were hired by the business agent of the San Francisco Molders' Union to shoot down non-union men at \$125 each. Although caught red-handed in a conveniently borrowed automobile with a sawed-off shotgun concealed in a violin case, they were permitted to go unpunished.

"The Industrial Association calls on all law-abiding citizens to awaken to the seriousness of the situation confronting San Francisco."

### SELL THE ASSOCIATION

The carpenters' strike, much as the Association deplores it, provides the opportunity to Association supporters to interpret to friends and acquaintances the real nature and meaning of the Industrial Association of San Francisco, what it is, what it stands for and what it is doing. Remember that it is important that the other fellow should know the facts.

The Industrial Association of San Francisco is a general association of citizens with no axe to grind and representing no one group.

It was formed in 1921 to assure industrial peace and prosperity to San Francisco and a square deal to employes, employers and the public generally in all trades and industries. It came into existence after 25 years of industrial conditions in San Francisco so grotesque and grewsome that they bordered on anarchy.

During the five years of its existence it has served the worker more than the employer. It has forced better sanitary and safer working conditions. It has established and maintained high wages. It has insisted on the observance of the eight-hour day in all industries. It has abrogated restrictive trade agreements between trade groups. It has cut the cost of manufacturing and building in behalf of the public. It has saved millions of dollars to employers in insurance and labor turnover.

The Industrial Association is a quasi-public body of San Francisco's advanced industrial thought, of intelligent, public-spirited men devoted to the promulgation and the maintenance of industrial conditions fair to all concerned and to the progress of the city. Spread the truth.

New York City employers reported recently that labor absorbed 59.5 per cent of building costs during 1925 in the metropolis, as compared with 46 per cent in 1914.

March building permits in San Francisco aggregated 1,010, with a total value fixed at \$3,944,343. Of this number 504 were for frame buildings valued at \$2,289,322.

H. R. Atwater of the Osborne Manufacturing Company talked to foundry foremen, superintendents and executives on the technical aspects of molding operations and values accruing through proper installation of molding machinery, at a dinner meeting in the Clift Hotel March 19. Employers and employes alike are cashing in on the American Plan.

## WHAT ABOUT HELP?

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# AMERICAN PLAN PROGRESS



VOL. II

APRIL 15, 1926

NO. 6

## CONTRACTORS CO-OPERATE WITH ASSOCIATION IN CARPENTERS' STRIKE

The strike of bay district union carpenters against American Plan carpenters ordered April 1 by the national officers of the international brotherhood is now in its third week with several hundred union carpenters out of jobs and several hundred American Plan carpenters waiting to take the places of any other union men who lay down their tools. All of the big construction jobs and most of the smaller contracts are running American Plan.

### Violence

To date there have been nine cases of violence, none of them serious but some apparently organized. Most of them were precipitated when union men tried to force American Plan carpenters off of jobs or were, themselves, leaving jobs where non-union men were put to work.

### Exchange Co-operation

After two weeks of strike conditions the Industrial Association finds itself in an exceptionally strong position with complete co-operation from The Builders' Exchange, the General Contractors Association and the Home Builders Association. The employment offices of the Industrial Association and The Builders' Exchange are working in close co-operation and contractors are calling freely for American Plan carpenters.

The Association has organized

such a large reserve of American Plan carpenters that it has discontinued for the time being at least, receiving further applications from skilled carpenters who want to come to San Francisco and make this their future home.

### Dissension

On the other hand reports reaching the Association indicate that the strike called by the national officers of the carpenters' union to break the American Plan in San Francisco and the Bay District is anything but popular with the rank and file of sound thinking union carpenters. Rumors of dissatisfaction and dissension within the various locals of the Bay District Council of Carpenters have gained wide currency. In some instances union carpenters who left their jobs April 1 were said to have returned to work and to have torn up their union cards while other strikers have stated frankly that they were out of sympathy with the strike and would like to go back to work.

### Strike Benefits

The Bay District Council of Carpenters has issued an order levying a strike benefit assessment of one dollar a day upon all union carpenters in the district who do not register at union headquarters each day as not working. According to reports to the Industrial Association from contractors and others, many union carpenters have stated frankly that they will not obey the levy order.

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### THE CASE OF JUDGE GOLDEN

Judge Joseph M. Golden, one of the Police Court Judges of San Francisco, prostituting his court before the paid agents of the Bay District Council of Carpenters, has enlisted in the effort to break the American Plan. In a case destined to become notorious, Judge Golden of Department No. 3 of the San Francisco Police Court after freeing three union sympathizers accused of assault with a deadly weapon and casting the prosecuting witness into jail under a \$5000 bond invited union sympathizers to crime and riot with impunity in these judicial words:

#### Tar and Feather

"The only thing is to put the type of man who stands before me (the prosecuting witness who was beaten) on a rail and tar and feather him, and the men who imported him likewise."

The court room was filled with business agents and officials of the carpenters' unions at the time and the San Francisco Call describing the travesty said "at the Judge's action the crowded court room broke into roar after roar of applause." The rape was complete. Judge Golden's applauding audience no doubt left the court room ready to crack more heads with this judicial guarantee of immunity ringing in their ears.

#### The Facts

The facts in the case are these: Raymond C. McDermott was working as a guard at the request of Christianson Brothers, American Plan contractors, on a construction job near Steiner and Lombard Streets, Wednesday, April 14, when eight men tried to invade the premises. Following the instructions of his employer, McDermott attempted to halt them. One of the men pulled a gun and started to search McDermott who was unarmed. Then one of the men, McDermott testified in Police Court, picked up a pipe and slugged him.

As his assailants started to escape they were pursued by police in the vicinity who captured Joseph Smith, Walter Smith and Jacob Bargehr and brought them back for identification by McDermott. When McDermott

recognized Joseph Smith as the man who slugged him and the other two men as among the invaders, anger overcame him and he struck Joseph Smith.

The police then placed all of the men, including McDermott, under arrest, charging McDermott with battery and the other three with assault with a deadly weapon. McDermott's bail, as is usual in cases of simple battery, was set at \$25.

#### Travesty

Then came the travesty which shocked San Francisco. On the following day, Thursday, April 15, Bargehr and the Smiths were brought before Judge Golden for trial on a charge of assault with a deadly weapon. McDermott was present as the witness for the people, the prosecuting witness, a ward for the time being of the court and the district attorney's office. He was placed on the witness stand, described the attack and identified the three defendants in open court, pointing to Joseph Smith as the man who had hit him with the pipe.

On cross-examination McDermott frankly told the court that he had once been convicted of a felony. He is now 33 years old. When he was 21 he and some lads of similar age were found asleep in a restaurant which they had entered late at night when they were unable to find sleeping quarters in the little town of Adams, Wisconsin.

"The judge wanted to give me probation along with the other fellows because we didn't steal anything," McDermott said in an interview, "but I wanted to get away from the gang so I refused it and the judge sent me to a reformatory at Green Bay, Wis. In all I served two and a half years of a three years' sentence on a charge of burglary. I have never been in prison since." Before his trouble in Wisconsin, McDermott attended Sacred Heart College in his home town of Watertown, Wis.

This is the "felon," the "ex-convict," the terrible criminal whom Judge Golden wanted to tar and feather. Three-time losers get better treatment daily in the police courts than that meted out to McDermott, the State's own witness. The defense was careful not to inquire into the extenuating circumstances surrounding the "felony." Here is some of the cross-examination from the transcript:

## Grilled

Mr. Carroll: Q. What is your business, did you say? A. Salesman, Vock Company, Des Moines, Iowa.

Q. How long ago was that. A. March 5th.

Q. What date did you leave there? A. March 5th.

Q. Were you ever convicted of a felony? A. Yes.

Q. What offense? A. Burglary.

Q. Did you do time for that? A. I did.

Q. Now you say these men, one of these men, attacked you? A. I do.

Q. What right did you have to stop them from going into the building? A. Because I was put up there for that purpose.

Q. Who put you there; not the owner of the building? A. Yes, sir.

Q. You mean the contractor or the owner of the building? A. The contractor, and the man I am working for.

Q. You have no right to stop him from going in there. A. I have; I have the orders from the contractor and the foreman to stop any man from going in there.

Q. Are you supposed to stop a business agent? A. I stop everybody from going in there.

Policeman Cronin then testified as to the capture of the defendants, their identification and McDermott striking his assailant, Joseph Smith, with his fist in retaliation for the beating Smith gave him with the iron pipe.

Then the defendants were put on the stand in rapid succession and denied that they had attacked McDermott or that they had tried to invade the job he was guarding. "What are you running away for?" Walter Smith testified the policeman asked him when he caught him.

"I told him (the policeman) that I was going to get a job and some men started after me," the witness replied.

All of the defendants were like the Chinese monkey trio; they saw nothing, heard nothing, said nothing. Yet McDermott was assaulted and the police caught them escaping from the scene.

## Legal Butchery

Then came the legal butchery. Here it is from the official transcript:

The Court: "In dismissing this case, I want the general public of San Francisco to realize the situation that is facing them. It seems for the last few years whenever a laboring man makes a legitimate and honest effort to bene-

fit himself, his wife and his children, naturally, they have to resort to walking out on the job. When they do that, there are ex-convicts, as this lad has confessed himself to be, imported to this city, not only to prevent the laboring man from gaining a legitimate living, but to slug and rob and murder, and violate the citizens of San Francisco. It is getting to be a terrible situation. I don't know how you can stem the tide. The only thing is to put the type of man who stands before me on a rail and tar and feather him, and the man who imported him likewise. The case is dismissed."

## BOYNTON FLAYS JUDGE GOLDEN

Incensed by the flagrant distortion of justice in the case of Raymond C. McDermott, an American Plan guard, in the court of Police Judge Joseph M. Golden last week when three union carpenter sympathizers who slugged McDermott were freed and their victim was thrown into jail, Managing Director Albert E. Boynton of the Industrial Association issued the following statement to the press of San Francisco:

## Judicial Mockery

The Industrial Association of San Francisco feels that it would be remiss in its duty to the citizens of San Francisco if it did not protest at this time against the open invitation and excitement to riot and crime extended publicly yesterday from his bench by Honorable Joseph M. Golden, Judge of the Police Court, in the case of Raymond C. McDermott, a prosecuting witness, slugged and beaten by union sympathizers in the carpenters' strike. The official stenographic report of the proceedings of the case in which Judge Golden dismissed the defendants and cast the prosecuting witness into jail on a charge of simple battery in lieu of \$5000 bonds shows that Judge Golden uttered these words against McDermott, the State's witness:

"The only thing is to put the type of man who stands before me on a rail and tar and feather him, and the men who imported him likewise."

While, of course, the official transcript of the case does not show it, newspaper accounts of the outrage commented upon the fact that "at the Judge's action the crowded courtroom broke into roar after roar of applause" as the man who was slugged was led off to jail and the man he accused of the crime was freed. The majority of



the men who were in the court room at the time were paid agents and officers of the Bay District Council of Carpenters engaged in conducting at the moment a strike against non-union carpenters.

The God-fearing, home-loving, law-abiding citizens of San Francisco whose fortunes and families and loyalties are rooted in this great city of ours must somehow be awakened to the grave menace this prostitution of justice in our courts carries against every individual citizen. They must find a way to chastise and drive from their benches and high offices men unfaithful to their sacred oaths and the public weal they were chosen to protect and defend without fear or favor.

Can it be wondered at that we have crime rampant when the Judge of a police court clothed with the power and dignity of his high office advises and points the way to crime? Can it be wondered at that men in the heat of a controversy should be incited to crime when they have heard such words fall from the lips of a judge before whom they would probably appear for infractions of the law.

Judge Golden betrayed the people of San Francisco and slandered and maligned honest, upright citizens when he used his official office to incite to riot and disorder.

The facts are that Raymond McDermott was employed to guard the property of Christianson Brothers, reputable citizens and contractors of San Francisco for the protection of life and property on a job under construction by them on Steiner Street near Lombard. In the course of his duties, Wednesday, April 14, eight men tried to enter the premises he was employed to guard. He refused to let them enter and they attacked him, beating him with a piece of iron pipe. Three police officers gave chase and captured three men who were running away. McDermott identified one of the men, who gave the name of Joseph Smith, as one of his assailants. Overcome by anger, McDermott struck Joseph Smith and the police officers immediately arrested McDermott. He was charged with simple battery and assessed the usual bail of \$25 in such cases. When he appeared in court as a prosecuting witness, he again identified Smith as the man who hit him with the pipe and the other two as among those whom he attempted to stop entering the premises of his employers.

### GOLDEN'S DECISION UNCONSTITUTIONAL

Not only was Judge Golden's "tar and feather" decision in the McDermott case an incitement to riot and crime, but it was unconstitutional. Monday, April 19, McDermott's bail was reduced from \$5000 to \$100 by Superior Judge Pat Parker and McDermott was released after spending four days in jail illegally.

Reduction in McDermott's bail was obtained upon habeas corpus proceedings by the Industrial Association. Judge Parker signed the order without question Monday morning when the facts of the case including Judge Golden's flagrant abuse of justice were presented to him. Said Judge Parker:

"From oral and documentary evidence it appears that bail in this case was raised without sufficient cause; that the bail of \$5000 was excessive and in violation of Article 1, Section 6 of the Constitution of the State of California."

That is the answer of a higher court to a police judge seeking political favor from paid agents of a labor union and willing to prostitute his bench and rights of American citizens to get it. The people of San Francisco will remember the McDermott case. Judge Golden may be sure of that.

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Thereupon he was seized, dragged off to jail with the impossible sum of \$5000 fixed as bonds and in jail he still is. His assailants are loose and free again to vote at the next election.

The Industrial Association of San Francisco representing the people of San Francisco generally and pledged to fairness and justice, presents these facts to the people and asks in the name of Justice how long such prostitution of our courts and public offices is to be permitted.

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According to an investigation made at Johns Hopkins University, there was a passenger automobile for every 22.3 persons in the country in 1918, and by 1925 there was one for every 7.41 persons. This is pretty good evidence of the prosperity of all classes in America and will be rather hard for the agitators and trouble makers to explain.

## GOLDEN'S FEEBLE EVASION

"A weak out." That was the description even in the Hall of Justice of the reply of Judge Joseph M. Golden to the public criticism by the Industrial Association of Golden's "tar and feather" decision in the McDermott case. It is weak because it evades the issue and accusation that, sitting as an elected police judge of the City and County of San Francisco, Judge Golden openly invited strike sympathizers to "tar and feather" non-union men and responsible businessmen and citizens of San Francisco who employ them.

Judge Golden in his press statement refused to apologize to the decent people of San Francisco for his crime-inciting remarks from the bench and his insult to honorable men. Instead he tried to justify raising McDermott's bond and his dismissal of McDermott's assailants by calling McDermott an ex-convict. While Golden's action in dismissing the men McDermott accused of attacking him and casting McDermott, the State's witness, into jail was bad enough, the issue was and is "shall a judge of the Police Court of San Francisco be permitted to advise and incite men to crime and riot?" The people of San Francisco are still waiting for his answer and apology. It certainly is not contained in the statement he issued to the press which follows in full:

"In answering the statement of Mr. Albert E. Boynton, managing director of the Industrial Association of San Francisco, I want the citizens of San Francisco to know that the transcript of the evidence in the case justifies my action in dismissing the charges against the men accused.

"The transcript plainly indicated that I could do nothing else but dismiss it for lack of sufficient evidence. The record shows that the complaining witness admitted that he was an ex-convict from an eastern penitentiary; that he was brought here to act as a strike breaker."

Here Judge Golden slips outside the record of the case. The record does not show that McDermott was brought here to act as a strike-breaker, much as the carpenters' attorney tried to make him say he was. The record shows that he came to San Francisco of his own accord without reference to the carpenters' strike. He was employed in the circulation department

of a San Francisco newspaper prior to the carpenters' strike. But to continue Golden's alibi:

"After dismissing the charges, I raised the bail of this ex-convict to \$2,500 and am criticized for such action by the Industrial Association of San Francisco, through Mr. Boynton, its managing director. My reason for raising this bail is fully justified by conditions which have existed in San Francisco. There have been innumerable bank robberies, burglaries and holdups. Attacks have been made upon women and children.

"The record of this case shows that the self-confessed (sic) ex-convict had absolutely no regard for law and order. In the presence of the police officer, after the three were apprehended, this ex-convict deliberately took the law into his own hands and committed an assault upon the defendants.

"The citizens of San Francisco must be protected against individuals who, experienced in crime, care nothing for law and order. His conduct justified my action and his bail was raised for the express purpose of permitting the detective department to investigate his criminal record."

What an alibi. A travesty as mocking as the decision. A man whose head was split open with an iron pipe chucked into jail under bond of \$5000 because he struck his accused assailant with his fist in righteous retaliation. And the defendants dismissed.

Judge Golden's explanation is almost as much of an insult to the intelligence of San Francisco as his advice to "tar and feather" the businessmen of San Francisco who for five years have insisted upon industrial freedom in San Francisco and the right of any man to come to San Francisco and work if there is work to be had for which he is fitted.

Well, after all, Superior Judge Parker in reducing McDermott's bail answered Golden's alibi. When he ordered the bail reduced from \$5000 to \$100, Judge Parker said:

"From oral and documentary evidence it appears that McDermott's bail was raised without sufficient cause and that the bail of \$5000 was excessive and in violation of Article 1, Section 6 of the Constitution of the State of California."

### DEMAND AMERICAN PLAN CONTRACTS

The Industrial Association has approved the following American Plan clause and urges owners, builders, contractors, architects and others to include it in their contracts:

"All work provided for herein shall, in each and all of the crafts employed, be done strictly on the American Plan; that is to say, a substantial number of both union and non-union men of the same craft shall be employed in each craft on the job, unless union men of any craft shall refuse to work with non-union men of the same craft or other crafts, in which event the work of such craft shall be done by non-union men exclusively.

All sub-contracts entered into between the contractor and sub-contractors shall contain an article of agreement identical with the one last hereinabove set forth."

The clause to be incorporated in contracts and specifications for all sub-contracts is identical with the first paragraph of the clause for general contracts.

This is the way to guarantee the American Plan on your job. The San Francisco Institute of Architects has already approved the American Plan Clause. The Builders' Exchange, the Home Builders, the General Contractors Association and individual builders will be asked to approve the clause and include it within construction contracts. You can help by seeing that this is done.

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### DIRECTORS MEETING

The regular monthly meeting of the Board of Directors of the Industrial Association was held Tuesday, April 13. Reports of the various departments were received and a full review of the situation precipitated by the carpenters' strike was made.

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### OAKLAND CHAMBER ACTS

The Board of Directors of the Oakland Chamber of Commerce stepped squarely into the carpenters' strike against the American Plan by adopt-

ing the following resolutions at a recent meeting:

Whereas, we are in possession of a copy of a letter from Wm. L. Hutchinson, general president of the National Brotherhood of Carpenters, which instructs the members of the local organization to refuse to work on and after April 1, 1926, on any job where any man is employed who is not a member of their organization; and

Whereas, no complaint is made as to wages or hours of employment; and

Whereas, this constitutes a challenge to the right of American citizens to work wherever and whenever they choose without coercion or intimidation; and

Whereas, for several years past the Eastbay District has been making remarkable strides, its building construction alone totaling in value \$195,000,000 since 1921, and without strikes or labor disturbances, thereby contributing materially to the welfare and prosperity of employers and employees alike; and

Whereas, many new industries have located in this district within the last five years because of a contented labor market brought about by the successful operation of a plan generally known as the American Plan, which is essentially a guarantee to any man of the right to labor regardless of affiliations; and

Whereas, the Oakland Chamber of Commerce is vitally interested in and working for a continuation of the industrial prosperity of this community, which is threatened by this proposed change in existing employment conditions:

Now therefore be it resolved, that the Oakland Chamber of Commerce, recognizing that public welfare is paramount to all other issues, endorses the existing plan as conducted in the building industry in the belief that it will best serve the common interest, and be it further

Resolved, that the Oakland Chamber of Commerce pledges itself in every possible way in the interest of continued peace and prosperity to work for the perpetuation of existing conditions.



### BERKELEY BACKS AMERICAN PLAN

The Berkeley Daily Gazette in a leading editorial under date of April 3 presents the case against the carpenters' strike as follows:

#### Local Workers Satisfied

Three days having elapsed since the threatened "walkout" of union workers in the building trades without anyone quitting work on the three hundred or more buildings under construction in this city, it would appear that union men in this vicinity are satisfied with working conditions under the American Plan. Although the threatened "walkout" has failed to materialize, local contractors are not disposed to treat the situation lightly and will not relax their vigilance until all danger of any tieup of building activities is past. They are prepared to meet the situation at a moment's notice, but prefer to continue as they have during the last five years, employing union and non-union workers without discrimination.

There being no question of working hours or wages, a "walkout" as a protest against the American Plan would receive no sympathetic response from the public. The people generally would see in the move nothing more than an attempt to force all workers into the unions. Without public sympathy the "walkout" would be short-lived. Local union leaders are aware of this and are doubtless not attempting to force their members into the demonstration which, it is understood, is fostered by Eastern agitators sent here for the purpose of breaking up an arrangement that has proved satisfactory to contractors, builders and workers since 1920.

During the five years the American Plan has been in operation in the building trades of the San Francisco Bay region, this district has enjoyed an era of unprecedented prosperity. Building has gone ahead without interruption, increasing in volume each year. Workers here have shared in the prosperity accompanying building activities. Here, too, they have worked under ideal conditions, enjoying continuous employment throughout the year, conditions not found in the region repre-

### SAN JOSE THRIVES ON AMERICAN PLAN

Statistics covering the value of building permits in San Jose demonstrate again that the American Plan means progress and prosperity. In 1921 San Jose's building industry was closed union, and its building permits amounted to \$1,204,792. In 1922 the Industrial Association of Santa Clara County was organized and the American Plan adopted in the building industry of San Jose. Immediately building increased, the total permits for 1922 being valued at \$1,960,548; and with the continuance of the American Plan, San Jose building permits have mounted year by year, as follows:

1923.....	\$2,737,290
1924.....	3,959,000
1925.....	4,847,773

#### MOLDERS' WAGES RAISED

Gray iron and brass foundries operating under the American Plan in the San Francisco district voluntarily raised the wages of their molders fifty cents a day, effective April 1. This fixes the wages of American Plan molders and coremakers at a minimum of \$8 per day.

Not only does this voluntary raise by the American Plan foundries serve as evidence to American Plan molders at present employed in the San Francisco district that they can share in the profits of their industry, but it will also attract to San Francisco an increasing number of skilled molders to meet requirements as they develop.

#### LABOR COUNCIL ATTACKS

The San Francisco Labor Council issued a letter to the San Francisco newspapers under date of April 12 attacking the Industrial Association for its firm support of the American Plan and the Association's activities in the present carpenters' strike. The statement was too vituperative to merit an answer.

California was third among all the states in the Union in building permits for February 1926. New York ranked first, Illinois second, and California was third with a total of \$26,358,700. The American Plan prevails in the building trades in California's centers of population.

sented by the agitators who would disrupt the amicable relations between worker and employer.

**"REAL" WAGES**

A statement of a study made by the National Industrial Conference Board, whose figures are accepted everywhere as authentic, shows that:

"If we measure the purchasing value of his earnings in terms of the same standard of living as prevailed in 1914 but discount the rise in retail prices, the American workman is 24 per cent better off than he was at the beginning of the war (July, 1914) and 5 per cent better off than he was at the peak of his earnings during the inflation period of 1920." The statement goes on to show what progressive modernized methods of management have done to cut costs of production, using the iron and steel and the automobile industries as examples, and concludes by pointing out that the tendency is toward rising "real" wages; that is, wages measured in terms of what the worker can buy with his earnings. This result has been brought about, it is declared, not by any pressure exerted by organized labor, but by an advance in administrative and technical efficiency.

Commenting on certain phases of this subject, the New York Times recently said: "Faced by a more abundant supply of energy, and a wider and more economic distribution of it, the unions foresee a loosening of their grip upon production. \* \* \* Organized labor has not hitherto cooperated to make economies of production. Yet it demands a full share of the proceeds. As the nation prospers labor will prosper also. Yet the process will be delayed unless labor takes very seriously and very intelligently its promises of cooperation."

**MASTER PLUMBERS PLEASED**

Some 40 or more Master Plumbers inspected the Association's plumbing trades school on the night of Friday, April 9. They expressed themselves as more than pleased with the method and quality of instruction being given to the apprentices and the type of young men the Association is training in the various crafts.

**PUBLIC INTEREST  
MUST COME FIRST**

"If any representatives of building trades employers care to meet with the representatives of any union, the Association, of course, has no objection to such action. This has always been our policy, but the Association wishes to make it clear that in the present controversy there is only one issue involved—the insistence of the Carpenters' Union that only men carrying the union card shall be permitted to work. The Association will stand by its pledge to represent the public interest and if any group of building trades employers attempts to make an arrangement or agreement with a union requiring all mechanics to have a union card, the Association will oppose such arrangement because the public of San Francisco has made it clear that the building trades must never go back to a closed shop basis under which a man's right to work is denied because of lack of membership in a union."—*Press Statement by the Industrial Association of San Francisco.*

**APPRENTICESHIP IN WISCONSIN**

According to the biennial report of the Industrial Commission of Wisconsin, that state's apprenticeship system, established by law in 1915 at the request of both employers and employees, has proved a success. Some seventy occupations have come under the apprenticeship system, under which apprentice training is supervised by the Industrial Commission, and virtually all the larger manufacturing plants in the state now employ supervisors of apprenticeship. In Milwaukee a district director of apprenticeship has been appointed by the Metal Trades. Over 1,000 apprentices are said to have completed training periods averaging about four years in some seventy different trades.

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# AMERICAN PLAN PROGRESS



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NO. 7

## SAN FRANCISCO COMMANDS

San Francisco is against the carpenters' strike. That fact has emerged clearly out of a welter of events and incidents within the past two weeks.

San Francisco is against the carpenters' strike. Therefore, the strike can't win.

It may wither along for a time. But it is lost because San Francisco has decided that it is wrong. Its withering life depends upon the vigilance and effectiveness of San Francisco's group mind enforcing itself upon the elected and appointed officials charged with the responsibility of enforcing the laws of the City and County of San Francisco.

Politicians will dodge, twist and squirm to evade duties, enforcement of which they think may cost them some votes. But when San Francisco commands, and the people of San Francisco are commanding, civic officials will enforce law and order and protect lives, liberties and properties. And that will end the carpenters' strike, kept alive now only by violence.



## MASS MEETING DEMANDS RULE OF LAW AND ORDER IN SAN FRANCISCO

"Gentlemen, for five years the American Plan has been in force in San Francisco—"

They are the opening words of a mass meeting that may yet become of historic importance in San Francisco annals, that indignation meeting of thousands of businessmen on the floor of the Merchants Exchange, Monday, May 3, 1926, to protest a regime of terror and crime perpetrated upon San Francisco by Indianapolis officers of the International Brotherhood of Carpenters and Joiners of America.

"And be it further resolved, that we do hereby publicly pledge ourselves to take any measures necessary to enforce the law and stamp out the wave of violence and crime that has been and is now threatening the peace, progress and prosperity of our city and the safety of its citizens."

### CHALLENGE ACCEPTED

There was a roar of cheering. They were the final words of resolutions accepting the challenge of the union carpenters' officials to San Francisco's right to work out her own industrial destiny in her own way. Then the meeting ended but not its import, as many a distant union official and many a local judge and official, may yet discover.

Atholl McBean called the meeting to order. The great assembly floor of the Merchants Exchange was jammed. The newspapermen reporting the scene estimated 3000 men.

It had been publicly announced that the Board of Supervisors of the City and County of San Francisco were to consider again that afternoon a resolution they had previously adopted to strip San Francisco citizens of police protection in the pursuit of their lawful occupations. Only that morning had the 3000 received in the mails the invitation to be present at the hour, eleven in the morning. There had been no previous newspaper publicity.

They were there because they knew there was trouble afoot. San Francisco businessmen are used to trouble, used to meeting it since the days of the Vigilantes. So they were there.

### POINTS CRISIS

"— We have had tremendous prosperity," Chairman McBean continued. "San Francisco has gone ahead by

leaps and bounds. The International Carpenters and Joiners of America decided to change that situation in San Francisco. They ordered their members to strike against our American Plan, that no man might work in San Francisco who does not belong to their union. They have injured scores of our citizens already to enforce that order. You have been called together here today to learn of the crisis in our city and to pledge yourselves to save your city, its prosperity and the liberties of its citizens."

That was all. A simple introduction of a momentous event. Then Albert E. Boynton, Managing Director of the Industrial Association of San Francisco, took the platform. He reviewed briefly the history of the Industrial Association formed in 1921 to stabilize San Francisco industry by means of the American Plan.

### BOYNTON SPEAKS

"Not an employers' organization," he said of it. "It is not in the union-busting business. It protects employer and employee, non-union and union man alike. It represents the public and the public only and stands for fair play and sound industrial relations. It has only one great basic principle: the right, guaranteed by the Constitution of the United States to every person to seek, secure and retain work for which he is fitted, irrespective of membership or lack of membership in any organization or association."

The speaker reviewed five years of content and prosperity in San Francisco building with non-union and union men working together peaceably in almost continuous employment with good wages and satisfactory working hours. Then the order of the Bay District Council of Carpenters that this era of peace and prosperity in San Francisco must end and that San Francisco must return to the anarchy of former days when union dictation strangled the city in its grip of selfish power.

After that, a case by case review of the outrages, shootings and murders in the molders' strike and the refusal of a police judge to hold to answer union-hired gunmen who confessed in writing that Frank Brown, business agent of the San Francisco molders'

(Continued on page 4)

## TEXT OF RESOLUTIONS ADOPTED BY CITIZENS' MASS MEETING

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**WHEREAS**, since the inauguration of the carpenters' strike on April 1, 1926, hired agents of the International Brotherhood of Carpenters and Joiners of America have assaulted and beaten and in many instances severely injured more than fifty carpenters, contractors and owners, most of them permanent citizens of San Francisco, and

**WHEREAS**, the Police Department of San Francisco, in performing its duty to maintain law and order, has incurred the enmity and animosity of the International Brotherhood of Carpenters and Joiners of America with headquarters at Indianapolis, and

**WHEREAS**, the Board of Supervisors of San Francisco, on Monday, April 26th, passed a resolution condemning the Police Department for its efforts to preserve law and order in this city, and

**WHEREAS**, said resolution is up for reconsideration before said Board of Supervisors on this afternoon, Monday, May 3, 1926; now, therefore

**BE IT RESOLVED**, that this public mass meeting of thousands of business men of San Francisco, in the interest of the citizens whose lives and prosperity are endangered by reason of the lawlessness now being practiced by the agents of the International Brotherhood of Carpenters and Joiners of America, does vigorously protest against the lawlessness and crime being perpetrated in our midst; and that as citizens of San Francisco we further protest against the passage by the Board of Supervisors of said resolution as being calculated to destroy the morale of the police force, thus encouraging the thug and gangster and increasing crime and violence in our city; and we demand that said resolution be rescinded by the Board of Supervisors at its meeting on this afternoon, Monday, May 3, 1926; and

**BE IT FURTHER RESOLVED**, that we demand of the duly constituted authorities of the City and County of San Francisco the strict maintenance of law and order; and

**BE IT FURTHER RESOLVED**, that we do hereby publicly pledge ourselves to take any measures necessary to enforce the law and stamp out the wave of violence and crime that has been and is now threatening the peace, progress and prosperity of our city and the safety of its citizens; and

**BE IT FURTHER RESOLVED**, that a copy of these resolutions be served on the Board of Supervisors, the Mayor, the District Attorney, the Chief of Police and the judges of the Police Courts of the City and County of San Francisco.

## American Plan Progress

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(Continued from page 2)

union, employed them to shoot American Plan molders for \$125 per head and told them where to get the shotgun found upon them, in the basement of the Labor Temple. In the room as the speaker told the story of 38 molder assaults, shootings and killings, were legless and crippled victims of molder gunmen, one of them, Norman Sanford, the twelve-year-old son of a non-union molder whom the hired assassins shot when their shotgun fire missed the lad's father.

### GUNMEN IMPORTED

Turning to the carpenters' strike, Senator Boynton pointed out that in all probability the regime of thuggery now going on would never have been instituted had the conduct of the strike been left in the hands of local carpenters. "But the international officers are at the helm," he declared. "Their business agents are here by the score. We have no reason to doubt our information that gunmen have been imported to San Francisco from Chicago, the notorious hotbed of union lawlessness, and from Tiajuana, Mexico's cesspool of iniquity. These men are at heads of gangs of from 15 to 20 pickets each, who are members of the carpenters' unions. They travel from job to job, intimidating, assaulting and, in several cases, committing felonies on non-union carpenters, foremen, superintendents, and even general contractors. There has been more organized violence in 30 days of the carpenters' strike than there was in the four months of the general building trades' strike in 1921 when more than 10,000 men of 50 crafts were involved."

### GOLDEN AFTERMATH

Boynton then took up in detail case after case of assault and battery following Judge Golden's notorious "tar and feather" decision in the McDermott case and the police resolution of the Board of Supervisors, reading it in full to the thousands of business men listening in silent indignation to the story of the shame of San Francisco as it fell from the speaker's lips.

He closed with this statement:

"Now, Gentlemen, I feel—and I say this most earnestly—that, if the men who desire to remain at work in San Francisco on the American Plan, if the contractors and owners who desire to operate on the American Plan, are not protected by the duly constituted authorities of the City and County of San Francisco, they will take the law into their own hands and will protect their lives and properties."

### CLAY MILLER

Chairman McBean next called upon Clay Miller, President of the San Francisco Chamber of Commerce. President Miller said:

"The Chamber of Commerce cannot fail to take very serious cognizance of the present situation, for the public and commercial interests of this city are in jeopardy. The Chamber of Commerce is not opposed to unions nor to the organization of men who labor. The progress and development of the men who work with their hands and of their families is of prime importance to the welfare of any community. If there be any union man within sound of my voice, he knows, or can readily ascertain, that, on many occasions in the past, I have been in a position, personally, to show some understanding and much sympathy with the orderly efforts of union men to better their condition. But when any group of men, union or otherwise, take the stand that they are above the law, then they are undermining and jeopardizing their own existence; they are jeopardizing the welfare of the community in which they exist, and they must be halted in such efforts.

"The Chamber of Commerce maintains the principle that no body of men, or no organization, has the right to deprive other men of the opportunity to work. The fixed and historic promise of America is 'Equality of opportunity.' When that fails, America ceases to be a land of freedom. It was Herbert Hoover who said that 'We shall safeguard to every individual an opportunity to take that position in the community to which his intelligence, character, ability and ambition entitle him, that we shall keep the social solution free from the frozen strata of classes.' And here today in San Francisco is a small group of misguided men, by intimidation,



threat, and violence, seeking to down this great American principle.

#### LAW AND ORDER

"The Chamber of Commerce stands for industrial peace, for the tranquillity of all of the people and for law and order. These principles have been violated and outraged. Our people are aroused. A great building program is before us and the work will proceed. There has been introduced in the Board of Supervisors an ordinance denying the Chief of Police the protection of our people against disorder and illegality, denying the Chief of Police the right to protect life and property in premises disturbed in this dispute. We have a right, as I see it, speaking from the viewpoint of the San Francisco Chamber of Commerce, of which practically all of you are members to demand, as law abiding and interested citizens of San Francisco, to demand the upholding of the laws and the protection of life and property by the duly constituted authorities. We have a right to demand that our judges perform their sworn duty without favor and without prejudice. There is no compromise with the right of free men. There must be no interference with the orderly progress and upbuilding of San Francisco. Law and order are demanded. The industrial freedom of San Francisco will not be overthrown."

#### KOSTER SPEAKS

The climax of the meeting was a ringing speech by Frederick J. Koster who presented the resolutions calling upon the enforcement and judicial authorities of the city to enforce the law and condemning the police resolution of the Board of Supervisors. In his oration, preceding his resolutions which are printed in full elsewhere in this issue, Mr. Koster said in part:

"This is a meeting of the citizens of San Francisco that we may all understand what is taking place within our city. The carpenters' strike is not a strike in the commonly accepted sense of the term. It is a question of an outside force coming into our tolerant San Francisco and telling us where we shall head in. It is a question of killing the American Plan in San Francisco industry, the plan which guarantees the right of any citizen of San Francisco or of America, for that matter, to take employment and be protected in that right, regardless of whether he carries a card in any organization." Mr. Koster then re-

viewed briefly the building trades' strike of 1921, the birth of the Industrial Association and the adoption of the American Plan.

#### TRAITORS

"As a result of that, what has happened?" the speaker asked. "Never in the history of San Francisco, and I was born here nearly 58 years ago, has there been such a condition so favorable to the working people and their families. And now there comes from Indianapolis, that same city from which the McNamaras came, a gang and commits this crime against the working people of San Francisco. They say to tolerant San Francisco, prosperous San Francisco:

"You shall not go on with this program until we tell you how you can go on."

"They say that to San Francisco, a city that commands the love of her people as perhaps no other city in the United States, this little old San Francisco of ours. I can imagine no traitor so great as he who is clothed with responsibility to protect the citizens of his community, turning traitor to her, but certainly that statement can be emphasized many times when it comes to a city like San Francisco. Those who have been called upon to protect us, those who have been honored with public office, turning traitor to a city like this. A tremendous piece of treachery.

#### LAW AND ORDER

"This is a tolerant community. We are all busy with our own affairs. After we elect certain people to office to look after public affairs, we have a right to go about our individual duties in the expectation that these public officers will perform their trusts. But when they are not faithful to their trusts, when there come to us outside influences that rouse some of our people to do those things related to you here today, things they would not naturally be inclined to do, then temporarily we must drop our own individual affairs and take part in the things that are basic to our own prosperity, and bring about a cure. And we can do it every time we start to do it.

"We have never demanded anything but that there should be guaranteed to every individual in our city those things which the Constitution of the United States undertakes to guarantee to him. And we have never demanded anything from our public officials save

(Continued on page 6)

## CONTRACTORS REFUSE TO ARBITRATE AMERICAN PLAN

The strike called by the Indianapolis officers of the International Brotherhood of Carpenters and Joiners of America against San Francisco's sixty million dollar building program is at last before the people of San Francisco for judgment. On motion of Supervisor Havenner, the Board of Supervisors of the City and County of San Francisco has injected itself into the controversy through the appointment of a committee to hear both sides of the controversy precipitated by the order of the Bay District Council of Carpenters notifying employers of carpenters in San Francisco that they cannot employ non-union carpenters.

In response to the resolution adopted by the Board of Supervisors creating it, Mayor Rolph named the following supervisors as members of the committee: Franck R. Havenner, chairman; Milton Marks, Milo F. Kent, Andrew J. Gallagher, W. H. Harrelson, J. Emmet Hayden and Jesse C. Colman. The committee has held two executive sessions, one with the representatives of the carpenters' union and labor organizations, and another with a committee representing the General Contractors of San Francisco. At this writing nothing has happened beyond that.

### CONTRACTORS REPLY

What the carpenters and representatives of organized labor in San Francisco told the supervisors' committee was not made public. The reply of the General Contractors to the committee, however, was made public, and here it is:

"The present strike in San Francisco does not involve any ques-

tion of hours, wages or working conditions, but concerns itself solely with the issue of American Plan. This point was made clear beyond the realm of doubt by the letter of Mr. N. H. McLean, Secretary-Treasurer of the Bay District Council of Carpenters, dated March 23, 1926, a copy of which is attached.

"The issue as to the continuation of the American Plan in San Francisco is not one subject to discussion, conciliation or conference. It concerns itself exclusively with the fact that men who desire to work in accordance with their constitutional right are denied that privilege and are restrained from doing so by reason of intimidation, as is evidenced by the daily record of assaults committed on carpenters who have refused to obey the arbitrary mandate of the carpenters' union.

"We insist upon the inalienable right of any person to work without regard to his affiliation or non-affiliation with any organization. This matter, therefore, is a question that is not subject to discussion."

This communication was signed by President A. H. Bergstrom and C. J. Dixon of the General Contractors of San Francisco and has been endorsed by 140 individuals and firms engaged in the construction of buildings in San Francisco. It was presented to the supervisors' committee by a committee headed by President Bergstrom.

(Continued from page 5)

that they should maintain law and order and be faithful to their trusts.

### AMERICAN PLAN PROSPERITY

"This city is determined that the American Plan shall continue in San Francisco industry. We are bound to see that the prosperity of San Francisco is not interfered with. And we are bound to see that the police force of San Francisco has behind them the sentiment of the people and that the sentiment of the people must be expressed by our city officials." Mr.

Koster closed with the presentation of the resolutions which the meeting adopted with a roar of applause.

### REALTY BOARD SUPPORT

President George Boardman of the San Francisco Real Estate Board seconded the resolutions.

San Francisco building permits for April were the highest in the city's history, \$7,299,451. But the carpenters' thugs are knocking them down for May.

## BUILDERS DEMAND POLICE PROTECTION

Acting separately but to the same end, the Builders Exchange and the Home Builders Association of San Francisco whose members employ more than 90 per cent of the carpenters working in San Francisco, year in and year out, passed resolutions last week condemning the lawless acts marking the carpenters' strike and calling upon the Mayor to restore law and order. The resolutions which were identical and signed by President W. H. George and R. J. H. Forbes for The Builders Exchange and by Vice-President L. B. Ham and Secretary Grace Perego for the Home Builders Association, follow:

WHEREAS, a condition of lawlessness is now prevailing in the City and County of San Francisco, and

WHEREAS, citizens of this city working as carpenters are being kidnapped, intimidated, assaulted, and robbed of their money and tools by organized gangs who are patrolling our streets, swarming our buildings and even attacking our members and employees after they have left their work and after they have reached their homes, and

WHEREAS, this condition has been continuous since April 1, 1926, and

WHEREAS, a committee from The Builders Exchange of San Francisco, the General Contractors Association of San Francisco, and the Home Builders Association of San Francisco, together with other citizens, called on Your Honor yesterday afternoon, protesting against these acts of violence and producing the proof of them in the shape of citizens who had been maltreated and beaten up; now, therefore,

BE IT RESOLVED, that this mass meeting of The Builders Exchange of San Francisco, whose members operate in the City and County of San Francisco and employ approximately 50 per cent of the carpenters employed in San Francisco, unanimously endorse the action of the committee which called on Your Honor yesterday afternoon.

BE IT FURTHER RESOLVED, that we join in the demand upon Your Honor as Chief Executive of

San Francisco and head of the Police Department, that law and order be restored in this community, and that our streets, buildings and public places be made safe so that our citizens may go about their business on the streets, on the buildings, and in the public places freely and without fear of molestation and attack.

More than 1100 contractors and builders are represented in the protesting organizations.

## ANOTHER MOLDER SHOT

The molders' gunmen shot down another American citizen in broad daylight on the streets of San Francisco Tuesday, May 11, and got away with it as they have in 37 other assaults during the molders' strike against the American Plan. This time it was Philip Adams, an American Plan molder living at 948 San Pablo Avenue, Albany, and employed by the McKay Foundry in San Francisco.

Adams was crossing Sixteenth and Seventh streets in San Francisco, on his way home from work, when the gunman drove up from behind him in a touring automobile and shot his legs from under him. The gunman waited long enough to make sure that he had hit his victim and then drove off. There have been no arrests.

At first it was thought that Adams could not survive as some of the shot penetrated his abdomen. But he is now on his way to recovery at St. Luke's hospital, and his assailant has probably collected his fee from officials of the molders' union who hired him for the job.

Adams supports a blind wife and several children. He is a good mechanic and a hard-working, free-born American citizen. But the molders' union couldn't be bothered about that. So they shot him.

## TACOMA OPEN SHOP

Contractors and builders of Tacoma, Wash., are through with the closed shop in the Tacoma building trades. At a recent meeting, 57 of the leading builders voted to adopt the open shop and to maintain a minimum wage of eight dollars a day for carpenters. From now on skilled labor will be employed in Tacoma without reference to union labor membership.



## SUPERVISORS REFUSE PUBLIC'S PLEA FOR LAW ENFORCEMENT

In the face of protests from a mass meeting of thousands of businessmen, from the Downtown Association and other organizations, including the Kiwanis Club, fourteen supervisors of the City and County of San Francisco have gone on record as opposing the exercise of police power to prevent rioting, assaults, kidnapping and other crimes of violence on the streets of San Francisco in connection with the carpenters' strike against the American Plan. Despite their official interference with the executive power of San Francisco through legislative resolution, Chief of Police O'Brien has refused to turn from his course of giving police protection to American Plan contractors and carpenters where the picketing and raiding tactics of the union carpenters threaten lawlessness.

In their reconsideration of the abortive police resolution on May 3, a reconsideration fight led by Supervisors Hayden and Colman, the Board of Supervisors provided a field day for the business agents and officers of the carpenters' and molders' unions who flung truth and fair play to the winds in a vain effort to confuse the issue. The result, of course, was a foregone conclusion. All of the supervisors present, save Supervisors Hayden, Harrelson and Colman, voted to sustain the resolution which criticised Chief of Police O'Brien's administration of the Police Department and deplored the legitimate use of San Francisco policemen to protect American Plan carpenters and American Plan contractors in their right to work and to construct buildings in San Francisco without permission from the carpenters' union.

### CITIZENS ATTEND

Among those present at the meeting of the Board were J. W. Mailliard, Jr., President of the Industrial Association of San Francisco; Clay Miller, President of the Chamber of Commerce; Francis J. Baker, past president of the Industrial Association; Frederick J. Koster, member of the Advisory Board of the Industrial Association; D. F. Farquharson, contractor and member of the Builders Exchange; Atholl McBean, member of the Ad-

visory Board of the Industrial Association; Managing-Director Boynton of the Industrial Association, and many others. Most of the seats were occupied by union carpenters and their sympathizers who arrived early to enjoy the field day, news of which had been passed out.

Representing the carpenters were A. J. Mooney, business agent of the carpenters' union; Frank Brown, business agent of the molders' union, and Frank MacDonald, president of the Building Trades Council of San Francisco. Speaking for law and order and against the supervisors' police resolution were Mr. Koster, Mr. Boynton and Mr. Farquharson.

### O'BRIEN SPEAKS

Chief of Police O'Brien, called at the request of Supervisor Hayden to testify as to the facts alleged in the preambles of the resolutions before the Board, stated flatly that the police had not been used in a prejudiced or partisan effort in the carpenters' strike and that they would not be so used. The Chief denounced the statement in the preambles that police had been detailed to espionage duty as untrue and stated flatly that he, himself, would be guilty of a crime if he refused to answer calls for police protection in the event of threatened violences.

"It is the duty of the Police Department to enforce the law irrespective of whom it may effect," Chief O'Brien said.

### KOSTER'S PLEA

In addressing the Board, Mr. Koster said:

"There is practically nothing to add to what the resolution adopted at this morning's mass meeting states, and to the statement that was made by the Chief of Police. What we are asking is that law and order be maintained, strictly, and that justice be impartially administered. We have not anything else to ask. This resolution is condemnatory of the Police Department. If there were confidence on the part of this Board that the Police Department was performing its duty, in accordance with the law, what would be the sense of a resolution of this kind? We object to the statement that

it is a matter of common knowledge and report that a large number of men have been recently brought into San Francisco, under the auspices of the Industrial Association, to act as strike-breakers in a current industrial dispute.

There was in San Francisco a great building program. It was proceeding steadily. There came a time when, under the instructions of the International Brotherhood of Carpenters and Joiners a strike order was issued. Non-union men were ordered to desist work, or union men where non-union men were employed. The Industrial Association undertook to keep the building program going, and brought into San Francisco from wherever they were available, not strikebreakers, but working men carefully investigated, and were put to work. The other statement that was made here, 'Whereas, police court records show that some of these men are ex-convicts with criminal records, and it is reasonable to assume that their presence in this city may be a contributory factor in any recent increase in crime,' I want to state, emphatically, that the Industrial Association has not brought into this city any ex-convicts. All that we ask, and that is the purport of our resolution, is that law and order be strictly enforced, that it be impartially enforced, and we urge that those who are criminal be apprehended and properly punished. That is all I have to say."

#### BACKS CHIEF

Managing-Director Boynton, asked by Mayor Rolph if he cared to speak, replied:

"I think that the Chief of Police has covered the situation as admirably as it could be covered by any man who believes in a square deal, and who believes that the city of San Francisco should protect its citizens, whether they be non-union or union or what not, that law and order means just what it says, and that we are entitled, from the civic authorities of this city, those who are appointed and who are elected, to give us that protection of every right which law entitles us to obtain. We have been charged here with bringing in ex-convicts. That is a damnable lie. We of the Industrial Association have been charged with harboring crime and criminals. That is another lie, and I say to you gentlemen of the Board and Mr. Mayor, that the time has come when San Fran-

cisco must protect its good name, and the entire answer was given today by Chief O'Brien when he said it was the duty of the Police Department to enforce the law, irrespective of whom it may affect."

#### THE VOTE

Mr. Farquharson, the last of the opponents of the resolution, reviewed his 30 years as a contracting builder in San Francisco, and challenged the carpenters' representatives present to aid in stopping the daily assaults. "If you are for law and order as you claim, you will help the good citizens of San Francisco put an end to these crimes. If you do that, I will take off my hat to you."

Before the vote to reconsider the resolution which was originally passed by the Board of Supervisors last month, was taken, Supervisors Hayden and Colman pointed out to the Board that such a resolution had no place before the Board, that it misstated the facts, and called upon their colleagues to rescind it. The final vote sustaining the resolution was: Ayes—Supervisors Badaracco, Bath, Gallagher, Havenner, Kent, Marks, McSheehy, Powers, Roncovieri, Schmidt, Shannon, Stanton, Todd and Welch. Those voting to rescind the resolution and to continue police protection to American Plan workers and contractors were Supervisors Harrelson, Hayden and Colman.

#### EMERY WILL SPEAK AT CHAMBER DINNER

The annual dinner and rally of the San Francisco Chamber of Commerce set for June 1 in the Palm Court of the Palace Hotel will be marked this year by an address by James A. Emery, General Counsel of the National Association of Manufacturers and also of the National Industrial Council. He is one of the outstanding authorities in America on industrial relations, upon which subject he will talk to the members of the Chamber of Commerce and their guests.

With Emery making the trip here from Washington, D. C., for the event, this year's dinner and rally promises to eclipse all previous events of that nature. More than 1200 San Francisco business men are expected to attend the dinner which will be opened at 6:30 p. m. sharp. Informal dress has been ordained and the plate fee set at four dollars.

### ORGANIZED LABOR PAP

A sample of what is being fed union carpenters and members of other crafts' unions by organized labor is the following, quoted from Organized Labor, owned and controlled by the labor unions of San Francisco, in its issue of Saturday, May 8, in describing the mass meeting of San Francisco business men on the floor of the Merchants Exchange:

"The first public repudiation of the Industrial Association was registered last Monday morning when 9700 citizens declined to attend a mass meeting in the Merchants Exchange, called by the Industrial Association for the purpose of getting an indorsement of its war of extermination on the union carpenters.

"Although 10,000 citizens, mostly business men, were urgently invited to attend this so-called 'mass meeting,' and at the last moment special messengers were sent out to urge prominent citizens to attend the meeting, only 300 persons, many of them non-residents of San Francisco, were in attendance.

"The business men of this city, in refusing to attend the meeting of the Industrial Association, expressed in most emphatic manner their repudiation of that organization and its tactics."

As everyone knows who was there, there were at least 2000 San Francisco business men from every walk of industry, commerce and finance, filling the main floor and the corridor of the Merchants Exchange to register their disapproval of the action of the Board of Supervisors in adopting a resolution introduced by Supervisor Havenner designed to strip American Plan contractors and American Plan workmen from that police protection to which they are legally entitled. The San Francisco Daily News in reporting the meeting estimated an attendance of 2000 business men. The morning papers estimated 3000. The meeting was so packed that it was impossible to get an accurate count.

Such is the pap that the propagandists of organized labor are feeding union men in their efforts to mislead them from prosperity to hard times. The trouble is that this pap seems to

serve its purpose. Hence the necessity of spreading the facts.

### "LABOR" LIBELS S. F.

This speaks for itself. It is quoted from the May 8th issue of Organized Labor, official organ of unionism in San Francisco. It needs no comment:

### "BUSINESS DEMORALIZED BY 'AMERICAN PLAN'"

"'Business is rotten.'"

"Not a very elegant expression, but that is the way the average merchant of San Francisco describes business conditions in San Francisco.

"Never before in the history of San Francisco have the merchants complained so bitterly about 'poor business.'"

"When asked how he accounts for the deplorable business conditions in San Francisco, when other cities of the country are prospering, the average merchant replies:

"'The Industrial Association is responsible for the demoralized conditions in San Francisco.'"

"When asked to explain the average merchant says:

"'The Industrial Association, in its war on the unions, and its low scale of wages, the lowest in the country, has reduced the purchasing power of our citizens and has driven from San Francisco thousands of people who were our best customers.'"

Such is the libelous rot being broadcast throughout the United States by "Organized Labor."

The Grand Jury, the Police Department, the District Attorney and the Police Courts can stop violence in San Francisco. San Francisco is demanding that they do so.

Demand law and order in San Francisco.

Keep your eye on San Francisco's police courts.

San Francisco police must have the support of the courts to preserve law and order.



## \$10,000 REWARD

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A reward of \$10,000.00 will be paid by the undersigned for information leading to the arrest and conviction of the person or persons who were guilty of shooting Philip Adams, an American Plan Molder, at Sixteenth and Seventh Streets, San Francisco, Tuesday, May 11, 1926.

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*Industrial Association of San Francisco*  
*Santa Fe Building · San Francisco · Phone Douglas 7620*



# AMERICAN PLAN PROGRESS



VOL. II

MAY 31, 1926

NO. 8

## PUBLIC OPINION

Public opinion in any given community is the sum of the thinking of the individual members of that community on any given subject or subjects. Therefore, your thoughts are important in the public opinion of San Francisco on the two issues involved in the carpenters' strike,—the right of men to work without interference and the duty of constituted authority to enforce the laws of our community.

Are you giving expression to your opinion of the denial of the right of competent carpenters to work in San Francisco unless they belong to the union? And are you expressing your opinion of a district attorney and police judges who are violating their public trusts by failure to enforce the law in the present attempt of the union carpenters to rule San Francisco with guns, blackjacks, brass knuckles and clubs?

There are only a few leaders of organized labor in San Francisco, an insignificant minority. Yet, to date they have imposed their opinion upon our constituted authorities because they have expressed their opinions to those authorities.

You vote, too. Make that clear today to every official of San Francisco who is responsible for the continuation of the daily assaults, sluggings, kidnappings and crimes marking the carpenters' strike.



## American Plan Progress

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## GRAND JURY PROBES STRIKE CRIME WAVE

During the past two weeks the Industrial Association of San Francisco in two communications laid the whole problem of law enforcement in the carpenters' strike in the hands of the Grand Jury of the City and County of San Francisco. Detailing approximately 150 cases of battery, assault, kidnapping and rioting on and against American Plan contractors and carpenters, the Association called upon the Grand Jury to investigate and determine a means of restoring law and order in San Francisco.

The Grand Jury's answer was subpoenas to District Attorney Brady, Police Chief O'Brien and Police Judges O'Brien, Golden, Jacks and Lazarus to explain their respective failures to cope with the crime wave fostered by the carpenters' union. The session was secret when the officials named appeared before the jury but enough leaked out to indicate that some members of the jury gave several of the subpoenaed officials a bit of rough weather. The upshot was that all promised to be good and enforce the law.

According to press reports the Grand Jury announced that it had ended consideration of the complaints brought by the Industrial Association with its reprimand to the public officials responsible for the break down of justice, and their promise to mend their ways. But the best bet is that the ghost has not been laid and that law and order will not be restored in San Francisco until the Police Department organizes a special, motorized strike patrol and the police judges not only refuse bail but dispense with fines and impose jail sentences upon every defendant convicted.

Compel Law and Order

## MAY BUILDING DROPS NEARLY \$5,000,000

The illegal strike of the carpenters against the right of non-union carpenters to work in San Francisco and the failure of our district attorney, police judges and other officials to make a quick end of the reign of terror and violence fastened upon the city by the officials of the carpenters' union, is throttling and strangling San Francisco's prosperity building program. Here is the evidence in cold figures.

Building permits for April broke all records in the history of the city with a total of 981 permits, representing a declared value of \$7,299,451. While:

Building permits for May fell to a total of 827, representing a value of only \$2,634,875, a drop of \$4,664,576.

### You Pay

That can be charged to violence and the violence is chargeable to the Indianapolis and local officers of the carpenters' union and the authorities of San Francisco who, for political purposes, have betrayed the public in their refusal to enforce the law. Everybody in San Francisco is going to pay the fiddler eventually for this orgy of violence, pay out of their pocketbooks through impaired business conditions, even the police judges and the district attorney who may also have to pay in impaired political favor. The sad part about it is that union carpenters who are honorable, law-abiding citizens and who have refused to take part in the violence campaign, will have to pay, too.

The building figures for April showed permits issued for seven Class A buildings, one Class B building, 33 Class C buildings, 474 frame buildings and 464 alterations. Contrast this with:

No Class A permits for May. No Class B permits, only 21 Class C and only 287 frame building permits. That is the picture. That is what violence means in the carpenters' strike in San Francisco. June will probably show an even greater depression unless our public officials tell the carpenters' union officials that they will go to jail if they don't stop their crime campaign immediately. And then put them there if they don't stop.

## JUDGES CONFESS LABOR VOTE BID

The Public Spirit Club of San Francisco gave Police Judges O'Brien and Jacks their "day in court" last Wednesday to explain why more than 100 cases of battery, assault, rioting, kidnapping and other violences have gone unpunished since the carpenters' strike began April 1. The outstanding development of the affair which took the form of a luncheon was the admission of both judges that they had appeared before closed meetings of the carpenters' union soliciting political support since the strike was called.

This admission was brought out by the direct question of Kendall Dazey, an officer of the club: "Is it not true," Dazey questioned from the floor, "that you both have spoken before a meeting of the carpenters' union to solicit votes in behalf of your candidacies since the strike was called in April?"

"I did," Judge Jacks replied.

"I did," Judge O'Brien answered.

Both judges then excused their actions by stating that their appearances and speeches before the carpenters' union had not tempered and would not influence their decisions in the cases of union carpenters arrested for acts of violence. Judge O'Brien pointed to the fact that he had sentenced a union carpenter to jail since his appearance before the carpenters' union. Judge Jacks justified his closed meeting with the carpenters by stating that he would be willing to seek political support from employers also if he was given the opportunity.

### O'Brien Transfers

Judge O'Brien revealed that, not only had he handled but one case in the long list of strike defendants, but that he has been relieved from any further responsibility in strike cases by his assignment to cases of traffic violations exclusively. Judge Jacks bemoaned a less fortunate fate or, to say the least, timely provision.

Responding to a question from a member of the Public Spirit Club seeking distinction between the ordinary case of battery or assault between two men in the heat of passion or under the influence of liquor and batteries and assaults organized and directed to accomplish an illegal end, Judge Jacks replied that he was forced to treat each charge of violence com-

(Continued column 1, page 4)

## PUBLICITY FORCES BOARD REVERSAL

Much water has gone over the wheel in the carpenters' strike since the last issue of the American Plan Progress. And much of it has been pushed over the wheel by the Industrial Association.

The public mind of San Francisco has at last reacted indignantly to the miserable antics of the Board of Supervisors, police judges and other authorities responsible for the carpenters' anarchic orgy of violence. A lot of the vote-getters are running for cover, realizing that they went too far in the prostitution of their public offices for the glitter of union labor votes.

The Industrial Association led the way with a series of advertisements in the public press, reciting the story of the strike in detail and the shameful depths to which enforcement of law and order in San Francisco had been dragged. The record of the police department and the police judges was exposed case by case with names, dates, arrests, failures to arrest, amounts of bail, dismissals and disposition of cases.

### Politicians Challenged

San Francisco was jolted. Then the San Francisco Examiner, after investigating the situation, aroused the city with an editorial, demanding an end to the reign of terror. There was a pause in the campaign of violence. Politicians began to take stock. The same Board of Supervisors who three weeks previously arrogantly voted to strip San Francisco contractors and their employees of police protection, swallowed their pride and words and voted a resolution calling upon enforcement officials and other public officers to maintain law and order. The resolution was sponsored by Supervisor Hayden who, with Supervisors Colman and Harrelson, had fought the notorious police resolution adopted earlier in the month. It produced acrimonious debate but it was swallowed whole as Supervisor Hayden sat with a copy of the Examiner's editorial in his hand, a document which he read in full to the Board. Hayden's resolution as adopted carried an amendment by Supervisor Gallagher, to raid the city treasury for a publicity fund with which to alibi the Board's original police resolution.

(Continued from column 1, page 3)

ing before him in the carpenters' strike as an individual case without relation to the fact that it was the outgrowth of organized anarchy. "I must act solely upon the evidence in each case," he said.

#### Defends Low Bail

Low bail and release of offenders on their own recognizance, thus permitting members of the organized gangs guilty of the present reign of violence, to continue their onslaughts, was defended by Judge O'Brien on the ground that the sole purpose of bail was to guarantee the appearance of the accused for trial. Judge O'Brien made this his defense for the long string of releases on \$5 and \$10 bail of union men despite the fact that police judges repeatedly set high bail in order to hold defendants in jail to investigate them or to keep them from renewing their careers of crime pending trial. They do this even where it is unwarranted as in the McDermott case, where Judge Golden raised the bail of McDermott, an American Plan guard, to \$5000 on a charge of simple battery.

Needless to say, neither judge made much of an impression upon the crowded luncheon of businessmen. Every man there knew that through judicial recognition of strike conditions and that the cases coming before the police courts daily are part of an organized conspiracy of crime, the police courts could put an end to the regime of violence quickly by jail sentences and high bail. Apparently the police judges underestimate the intelligence of the businessmen of San Francisco. They may estimate differently next August if not before.

Support the American Plan

#### STRIKE THUGS BEAT OLD MEN

Two particularly brutal attacks last week by union carpenters upon American Plan workmen show the caliber of the thugs who are operating daily on the streets of San Francisco under the eyes and the noses (these cases smell to high heaven) of the police and the elected and appointed enforcement officials of the city. Paul Cole, an aged cabinet maker, and his son, Martin, were attacked by 20 men while they were at work building some showcases in a candy store near Market and Gough streets about eleven o'clock of the morning of May 24 and while hundreds of pedestrians were passing the open doors of the establishment.

Without a word the gang set upon the aged mechanic and were beating him when his son Martin went to his rescue. They then jumped the son, knocked him down and beat him into unconsciousness. Meanwhile a dozen of the gang were continuing to beat the aged father who finally sunk unconscious to the floor beside his son, his skull fractured, his jaw broken and blood pouring from his many wounds. Both were taken to the hospital. Paul Cole will probably never be able to work again owing to his advanced years and the seriousness of his injuries.

#### Jail Without Bail

There were no arrests. The thugs ran off before the police arrived.

Last Thursday there was a similar show of the prowess of the carpenters' thugs. Twelve of them drove up to a job on Lake street and when Lee Kerrick, an old man employed there explained that he was too old to join the union, they threw him to the ground and kicked him brutally. There were no arrests.

These are the kind of thugs for whom the business agents of the carpenters' union furnish bail when they are arrested and whom the police judges refuse to lock up.

### WHAT ABOUT HELP?

YOUR Employment Department placed over 3000 more men in 1925 than in 1924

**Do YOU Patronize YOUR FREE EMPLOYMENT BUREAU?**

173 Jessie Street, San Francisco ∴ Phone Douglas 7626



# AMERICAN PLAN PROGRESS



VOL. II

JUNE 7, 1926

NO. 9

## CHAMBER OF COMMERCE LEADERS DEMAND INDUSTRIAL FREEDOM

San Francisco's future as the industrial, commercial and financial metropolis of the Pacific can be guaranteed only by that industrial freedom inherent in the American Plan. And San Francisco is, therefore, irrevocably committed, to the American Plan.

A thousand San Francisco leaders in industry, commerce and finance nailed that to the masthead of the ship of progress at the annual dinner of the Chamber of Commerce of San Francisco in the Palm Court of the Palace Hotel last Tuesday night. The dinner was one of the biggest affairs of its kind in the history of the city.

President Clay Miller of the Chamber of Commerce keynoted the dinner in a masterly address which was followed by speeches by Chester Rowell and James A. Emery of Washington, D. C., general counsel for the National Manufacturers Association and one of America's outstanding authorities on industrial relations. The carpenters' strike against San Francisco's industrial freedom and the disgraceful regime of violence and crime condoned by the laxity of constituted authority, fastened upon the city by union-hired thugs, furnished the motif for the addresses of President Miller and Mr. Emery. President Miller said, in part:

"You are the men, the builders of San Francisco, the background of its great industrial, business and commercial importance. The present and future of the city are in your hands. It is only right that you should gather here to discuss the basic problems which confront the city at this time.

"It is the function of the Chamber of Commerce to analyze the success made by the community and meet the problems of the community in a constructive way. We are all here pledged to the service of San Francisco. It is worthy of all our faith and pride and loyalty. San Francisco, though only seventy-five years old, has passed the period of youth. It is entering now on an era of incalculable industrial development. It is a modern city, a typical American city and one of the greatest.

"In the seventy-five years of its history San Francisco has had its share of trouble. It has been abused and betrayed. In its early days its people rose and took the law into their own hands. Three times it has virtually been destroyed by fire. But in every emergency that has confronted it and threatened its future and its progress its people have risen magnificently to the crisis and registered a splendid

## American Plan Progress

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victory over every untoward fate.

### Monuments of Faith

"Those magnificent buildings that amaze every visitor and that strike the eye on every hand are monuments to the faith of its people, to their unbounded courage. Never in its history have the people of San Francisco been more united in civic progress and more determined to forge ahead than they are today.

"Your city is a city that loves and is loved. It is a city of profound responsibilities and you, the builders and makers of the San Francisco that is and the San Francisco that will be are an integral part of that responsibility. The obligation to serve the city and make every sacrifice for it rests on every citizen and most of all on you men who lead in the community.

### City Threatened

"At the present time San Francisco is threatened by a small group of misguided and misled men. Its fair name, its whole future is threatened. There is violence and crime in today's life of the community. Law and order are outraged. People are intimidated, business is intimidated, the development and growth of the city are intimidated. A situation has come into being that cannot be tolerated by the people of San Francisco who have its interest at heart; a situation that cannot possibly be approved by any decent and fair-minded union man.

"The Chamber of Commerce stands first and foremost for industrial peace, the tranquillity of the people of San Francisco and law and order. Its attitude toward the strike struggle now interfering with the business and life of the city has been stated clearly in a statement made recently on the floor of the Merchants' Exchange.

"When any union man takes the stand that he is above the law he is jeopardizing the community in which he exists and his activities cannot be tolerated. No man who wants to work should be prevented from working. That a little group of misguided men should dictate what other men shall and shall not do is a

deliberate attempt to destroy the greatest of our American principles.

"The present dispute does not involve and cannot involve any question of sympathy with employer or employed. No question exists save the question of law and order or unbridled license. It is inconceivable that neutrality should be maintained between order and outrage.

### Police Aims

"The time has come when the people have a right to demand and know whether the constituted authorities of the city, the courts, police and mayor are going to rid the city of this menace of violence and disorder. The police judges already see the handwriting on the wall. They hear the voice of the people.

"The chief of police can be relied on to do his duty, but he must be given the co-operation of every branch of the city government. The press of San Francisco, in this emergency, has come forward and spoken in no uncertain terms for the good of San Francisco.

"The industrial liberty of San Francisco must be made secure. Never more than at this time have the people of San Francisco been more determined that the principle of Americanism shall be maintained. The Chamber of Commerce cannot and will not see the industry and progress of San Francisco suffer at the hands of a small group of misguided men, men misled by outside influence. Workmen must realize the danger of permitting outside influence, influence that has its origin in distant places, to guide and control them in such a way as to rob them of their good name."

### Emery Speaks

Following Mr. Rowell's address on San Francisco's opportunity in world commerce and the city's importance as the outpost of occidental civilization, Mr. Emery closed the meeting with a stirring speech on the progress of American industry, in the course of which he said:

"Every man in America," he said, "today can be a capitalist. A capitalist is a man who spends less than he earns. Twenty years ago America had 8,000,000 bank depositors. Today it has 38,000,000. In insurance alone our people have 60 billion dollars invested, a sum greater than the capital wealth of France.

### Rights of Labor

"The right of a man to work, to make his own living in his own way by his own talent is an inalienable right. Nothing could be more subversive to destruction than to compel men to conduct their lives and work in obedience to the dictates of another or of a group whether licensed or not. Every man has a right to select his own calling and pursue it without intimidation. The community that fails to protect a man in his right and liberty to work is doomed to fail.

"Here in San Francisco you have a problem. But it is a simple problem. The issue is not a question of time or wages. It is solely a question of organized crime against organized law. Judges, or any other officials who inquire in the class of defendants rather than adhering strictly to the impartiality of the law are not acting in the interests of the community.

"San Francisco is a city of unguessable destiny. Its fate and its future are now in the hands of its own people. Nothing can hold it back or impede its progress except the men who live in it.

### Price of Indifference

"You have just now a situation in San Francisco in which your officers hesitate to act. If they hesitate it is because they feel the indifference of the people, the indifference of you men. Your city in this crisis is in your hands. You cannot afford to be indifferent."

Among those seated at the speakers' table were:

Clay Miller, Chester H. Rowell, Wallace H. Alexander, Atholl McBean, W. T. Sesnon, H. N. Robbins, R. B. Hale, General Todd, Charles Stanton, J. B. Brady, Charles Sommers Young, Capt. C. W. Saunders, Robert Newton Lynch, Walter N. Sullivan, George R. Cay, N. C. Cantalow, Jacob Blumloin, Harry J. Moore, W. L. Boody, John J. Cuddy, Kenneth B. Bowerman, James A. Emory, Frederick J. Koster, Captain Robert Dollar, Colbert Coldwell, Walton N. Moore, Philip J. Fay, W. B. Hamilton, Milton Esberg, W. H. B. Fowler, Admiral Peoples, W. W. Stettinheimer, J. L. Cauthorn, Almer Newhall, R. C. Shainwald, Joseph V. Costello, L. N. Voorsanger, Edward L. Eyre, Charles Stewart, Allen G. Wright.

## PUBLIC SPIRIT CLUB DEFENDS LAX JUDGE

The Board of Directors of the Public Spirit Club of San Francisco has taken up the defense of Police Judge Daniel S. O'Brien, charged along with three other police judges with laxity in handling defendants in the carpenters' strike violence campaign. Following the appearance of O'Brien and Judge Jacks before the Public Spirit Club about two weeks ago, when both judges admitted they had solicited political patronage before a closed meeting of the striking carpenters' union, the directors of the Club adopted resolutions condemning public criticism of Judge O'Brien because "Judge O'Brien has tried only traffic cases since May 1" and prior to that date he sentenced the only strike case heard before him to 30 days in jail.

The Board of Directors of the Public Spirit Club in their resolution made no mention of O'Brien's meeting with the union carpenters at their headquarters and his speech there in behalf of his campaign for election to the bench of the Superior Court. Nor did the resolutions refer to Judge O'Brien's release of Joseph Black, charged with strike violences, three times without bail, once on April 23, again on April 24, in the vicious assault on Contractor Walter Hansen, and a third time on May 14. Neither did the resolutions take into consideration, apparently, the instances where Judge O'Brien fixed the bail of members of carpenters' wrecking crews as low as \$5, thus permitting the defendants to walk from his court and resume their assaults upon American Plan contractors and mechanics.

### LAZARUS INSULTS CONTRACTOR

C. S. Allred, one of San Francisco's important homebuilders and a resident of the city for many years, was thrown into the prisoners' dock in police court by Police Judge Lazarus recently as he was testifying in a case against a union strike rioter. In reply to questions from an attorney, Mr. Allred expressed the opinion that it would be useless to answer as the case would be dismissed anyway.

Immediately Lazarus ordered the bailiff to arrest the witness and throw him into the prisoners' dock. Thus was the "dignity" of Judge Lazarus' police court assuaged.



## S. F. GRAND JURY

Herewith are the names and addresses of the members of the Grand Jury of the City and County of San Francisco. Are any of them your friends or neighbors? They know all about the regime of violence and crime being carried on by the carpenters' union. Ask them about it and if you know who is responsible tell them what you know. They will appreciate it.

### HARRY W. GAETJEN—

Manager, Empire Planing Mill,  
750 Bryant St. Residence 555  
Fifty-fifth Ave.

### MICHAEL CASEY—

President, International Team-  
sters' Union, 536 Bryant St.  
Residence, 295 Sanchez St.

### JOSEPH R. AURRECHOECHEA—

Residence, 2509 Filbert St.

### PETER L. BROWN—

Brown the Painter, 317 Van  
Ness Ave. Residence, 1458 9th  
Avenue.

### CHARLES M. BUFFORD—

President and Manager, San  
Francisco Laundry Association,  
1490 Turk St. Residence, 1834  
Sutter St.

### FRANK CAMES—

Residence, 281 Bartlett St.

### CHARLES P. FOX—

With Carrau & Green, 114  
Kearney St. Residence, 778  
Forty-second Ave.

### JOHN O. GANTNER—

Gantner & Mattern, 461 Mission  
St. Residence, 2900 Vallejo St.

### J. R. KLAWANS—

Klawans & McMullin, 602 Mis-  
sion St. Residence, 3300 La-  
guna St.

### JOHN M. LYONS—

Supt., Overland Freight &  
Transfer Co., 217 Front St.  
Residence, 534 Bartlett St.

### JAMES C. McCANN—

Real Estate, 150 Leavenworth  
St. Residence, 965 Geary St.

### JOSEPH F. MORENO—

Business Manager, Marine Engi-  
neers' Association, 105 Market  
St. Residence, 1674 Washington  
Street.

### ROBERT W. NEAL—

Publisher of the "Pacific Under-  
writer and Banker," 417 Mont-  
gomery St. Residence, 435  
Cherry St.

### FRANK C. SHAUGHNESSY—

Stocks and Bonds, 315 Mont-  
gomery St. Residence, Bohe-  
mian Club.

### JAMES A. SNOOK—

Broker, 1310 Greenwich St.

### MRS. CARRIE SPRINGER—

Springer Hotel, 615 Taylor St.

### MRS. MARGARET STUMP—

150 Cole St.

### FRED W. VOIGHT—

Elks' Club, 456 Post St.

### CHESTER N. WEAVER—

President, Chester N. Weaver  
Co., Bush & Van Ness Ave.  
Residence, 51 Commonwealth  
Avenue.

## STRIKE PROSPERITY

"We have decided not to enter into any more contracts for building in San Francisco until such time as the present carpenters' strike is settled and settled on the American Plan."—Excerpt from letter of John D. McCarthy, Los Angeles building investor.

## CONTRACTOR CO-OPERATION

This is an answer to loose talk by some of the officials of the carpenters' union and other union leaders that the Industrial Association browbeats contractors. In sending in his subscription for membership in the Association, C. S. Allred, who has built \$2,000,000 worth of homes in San Francisco in the past few years, said:

"It is a pleasure to be able to assist in the wonderful work you are doing. Without your aid I would have been out of business six months ago."

## WHAT ABOUT HELP?

YOUR Employment Department placed over 3000 more men in 1925  
than in 1924

*Do YOU Patronize YOUR FREE EMPLOYMENT BUREAU?*

173 Jessie Street, San Francisco ∴ Phone Douglas 7626

# AMERICAN PLAN PROGRESS



VOL. II

JUNE 24, 1926

NO. 11

## School Construction Under American Plan

Union carpenter officials are raising a hue and cry because the Industrial Association has put the permit system into effect in cooperation with San Francisco contractors to assure the supremacy of the American Plan against the strike attack of the Bay District Council of Carpenters. Knowing full well that the United States Supreme Court has ruled that material dealers have the right to determine to whom they shall sell their supplies, the union officials have attempted to befuddle public opinion by complaining to the United States District Attorney, who very properly and promptly informed them that they had no case. Nevertheless their gesture accomplished its object of getting the complaint into the newspapers.

The Industrial Association does not deny the right of the union carpenters to organize and to strike if they choose. Yet the organized carpenters would deny the right of the material dealers and contractors to organize to protect their interests in a strike issue precipitated by the carpenters' union.

### School Work

The latest union protest is against the use of the permit system on school work. Some years ago when union labor was in the saddle in San Francisco they forced into the city and county charter a provision denying the right of com-

petent mechanics to work on public construction unless such mechanics had lived in San Francisco for a stipulated number of years. By this method they hoped to force the closed shop through legislative action. And in a large measure they have succeeded. When the present strike against the American Plan was called by the carpenters' union on April 1, virtually all of the carpenters employed on some 16 schools and two other public projects were members of the union. As long as there was no agreement backing the situation, the Industrial Association made no protest, although it had the right to demand that non-union as well as union carpenters be employed on the schools when the charter provisions were met in point of residence.

### System Demanded

When the carpenters' union elected, however, to deny the right of non-union carpenters to work on any job, private or public, with union carpenters and to break in upon San Francisco's prosperity program with a strike and a campaign of violence, it came time to call a halt. After 30 days of slugging and blackjacking of American Plan carpenters by union strikers and thugs, Industrial Association members, contractors and informed

(Continued on page 3)

## Judge Jacks Issues Violence Ultimatum

Police Judge Jacks delivered an ultimatum to officials of the carpenters' union and to their attorney last week which deserves to be echoed by every other police judge and public official concerned with the enforcement of law in San Francisco. It ought to awaken the rank and file and the conservative officers of the carpenters' union to the fact that the false prophets who have led them into violence have reached about the end of their string.

When the first conspiracy warrants against carpenter sluggers were presented to him, Judge Jacks set the bail in each case at \$500 cash or \$1,000 bond. A few days later, under an agreement that the strike violence would end, the Industrial Association's attorney, Mr. Brennan, agreed not to oppose a request of the attorney and officers of the carpenters' union for a reduction of bail to \$100 in each case. Judge Jacks then reduced the bail.

### Iron Hand

However, the violence continued and upon representations made by Mr. Brennan to the court Judge Jacks promptly restored the bail in each case to \$500 cash or \$1,000 bond. A howl went up from the union business agents and their attorney. But Judge Jacks told them bluntly:

"Law and order must be preserved in this city. That is all there is to it. If I have to use the iron hand I shall do it. I will place the bail in these cases back again where it was and leave it there and not reduce it under any circumstances.

"When I set bail the other day at \$500 I fixed upon that sum because it was fair bail for a felony case. I reduced it only with the consent of all concerned. I would not have done so otherwise. But it is going to stay at \$500 now."

### Repudiation

The carpenters' business agents and their attorney all denied that they had agreed to put an end to the strike violence. Mr. Brennan, however, insisted that the only reason he gave his consent for a reduction of bail was in consideration of a promise that the violence would cease and that the agreement had been abrogated. Police Captain Layne supported Brennan's statement.

### CARPENTER DISSENSION

Reports indicate that there is considerable dissension in the councils of the carpenters' union and among the rank and file of the membership over the conduct of the strike. According to one union man recently arrested for strike violence, some of the union officials have realized the stupidity and futility of violence, but that the majority of the officers are still holding out for continuance of the violence campaign.

The same man admitted, according to reports, that the strike was not voted on by the membership of the local unions but came out as an order from Indianapolis, headquarters of the International Brotherhood of Carpenters and Joiners of America without reference to the requirements of the constitution and by-laws of the Bay District Council of Carpenters.

### Names Known

The "entertainment committee" which conducts the raids, riots and sluggings of non-union carpenters is reported as "worried" over the current of public indignation and the response of enforcement officers and courts to that public opinion. The names of the alleged members of this committee are known. The chairman of this "entertainment" or Policy Committee is said to be a Canadian communist once tried for sedition.

That there is dissatisfaction in the union councils, there is no doubt. How long it will take for this dissatisfaction to crystallize to the point where the conservative union members will clean house and repudiate their false leaders is only a matter for conjecture. The fact is that union men are returning to work almost daily. Were it not for the violence campaign and their fear of their own colleagues, the rank and file of the union membership would automatically end the strike by returning to work individually.

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## Carpenters Crime Figures

A graph of the carpenters' strike violence orgy is shown in the recapitulation published herewith. It does not, however, show all of the cases of violence which have occurred since April 1, 1926, when the carpenters opened their fire upon San Francisco's prosperity. Only those cases which have been reported to the police are included in the recapitulation:

### RECAPITULATION OF STRIKE VIOLENCE CASES

April 1, 1926, to June 19, 1926

Number of carpenters assaulted.....	115
Number of contractors and engineers assaulted.....	6
Number of carpenters kidnaped.....	38
Number of carpenters intimidated.....	26
Number of guards assaulted.....	5

Total..... 190

(In cases where men were both assaulted and kidnaped they have been listed only as assaults.)

Number of men from San Francisco.....	72
Number of men from outside San Francisco.....	51
Number of men whose length of residence is unknown.....	67
Number of contractors affected.....	47
Number of union men arrested.....	159
Number of union men convicted.....	10
Number of cases of union men on calendar.....	107
Number of non-union carpenters arrested.....	8
Number of non-union carpenters convicted.....	1
Number of guards arrested.....	6
Number of guards convicted.....	2
Number of cases of non-union men on calendar.....	1
Number of cases where warrants were refused.....	9

(Continued from page 1)

citizens, generally, insisted that the permit system be adopted to put an end to the trouble.

### Union Fortresses

The union carpenters' officials have tried to enlist public sympathy by publicly printed statements that the Industrial Association is trying to stop work on the schools by applying the permit system to school jobs. Nothing could be further from the fact, of course. The Industrial Association not only has no desire to stop work on San Francisco's schools but is anxious that construction be pushed forward as rapidly as possible. It is insisting, however, upon the right of non-union carpenters to work on the schools and that our public construction jobs paid for out of the pockets of the taxpayers shall not be used as closed shop fortresses by union business agents from which to direct their attack upon the city's prosperity.

Collective bargaining has broken down in Fresno with the refusal of the Fresno Building Trades Council to renew its agreement with the Fresno Building Trades Employers Association.

### WARRANTS ISSUED

Sixty-one warrants charging conspiracy to commit crimes have been issued against carpenter strike thugs since District Attorney Brady upheld the view of the Industrial Association that conspiracy to commit a misdemeanor is a felony and can be prosecuted as such in the Superior courts. Six more conspiracy warrants remain to be issued.

Of the total of 61 warrants issued, 49 have been served and the union business agent who puts up the bail for union men arrested has posted a total \$24,500 to protect the freedom of the 49 conspiracy defendants who have been served. Six defendants failed to appear when their cases were called Monday, although union agents had agreed to deliver them to the court.

The Industrial Association will watch every case closely. Under a rule laid down by the District Attorney's office, however, the Association's counsel will not be permitted to assist in the prosecution, a service of which the District Attorney should avail himself.

## San Francisco Must Put an End to Violence

Since the carpenters' strike was called in San Francisco a few weeks ago, hardly a day has passed in which some peaceful citizen, going about the job of earning a living for himself and his family, has not been set upon, assaulted and in many cases dangerously injured.

Some days there have been several such criminal attacks, the total now amounting to 178, not to speak of the gross intimidation practiced against hundreds of other workers.

. . .

Hand in hand with this disgraceful situation has gone another equally deserving of the stinging rebuke of every law-abiding citizen, namely the apparent purpose of many San Francisco officials to wink at this violence, an attitude which extends from the district attorney's office down through the police courts and the police department.

The number of arrests made has been pitifully small.

A creeping paralysis has affected the deputies of the district attorney's office in prosecuting those arrested.

And even the few found guilty have been immediately released by police judges under a thirty-day suspended sentence or some equally fearsome punishment.

. . .

This abdication of the powers of government, this encouragement of violence, will bring the name of San Francisco into nationwide reproach unless it is stopped.

And officials, who condone such a policy, whether it be done in the name of Capital or in the name of Labor, are traitors to the trust imposed in them.

They have but one duty, and that is to enforce the law.

And when either through threats or fear or downright cowardice, they are recreant to that duty, they are of all men the most despicable.

. . .

Honest and self-respecting Labor will no more support them in such truckling to the baser elements than will the citizenry generally.

For Labor has found by experience that such methods to win ends

no matter how just never pay, that they are a boomerang which injures most those responsible.

It is time for good citizenship in San Francisco to show that it will tolerate no longer this intolerable situation.

—Sacramento Bee, June 14.

### WHY LOW BAIL

This is the record of Joseph Black, a union carpenter engaged in strike violence. It happens to be the longest individual record among the 158 arrests made since April 1 for strike violences. It is printed here, not to single Black out, but simply to put a point to the question, "Why low bail?" Police Judge O'Brien and others have said that bail should be set only to guarantee the appearance of the defendant for trial. The Industrial Association believes that it should be employed to stop organized violence and that frequent offenders should not be turned loose on low bail to continue their offenses.

#### Black's Record

Joseph Black was arrested April 23 for disturbing the peace and threatening non-union carpenters. Bail \$5. Case dismissed by Judge Golden.

Joseph Black, arrested April 24 for rioting in attack on Contractor Walter Hansen. Released on own recognizance by Judge O'Brien. Case pending.

Joseph Black, arrested May 5. Charged with failure to move on. Dismissed.

Joseph Black, arrested May 14 for picketing. Released on own recognizance by Judge O'Brien.

Joseph Black, arrested May 19, charged with disturbing the peace. Bail \$10. Suspended sentence 30 days by Judge Jacks.

Joseph Black, arrested June 11, charged with conspiracy for alleged attack on Michael Livero. Bail \$100.

That's the record. Why low bail? There are 52 other cases similar to Black's, union carpenters arrested two, three and four times. High bail would stop it.

The American Plan guarantees San Francisco's industrial freedom.

# AMERICAN PLAN PROGRESS



VOL. III

JULY 16, 1926

NO. 1

## GUNMEN KILL ANOTHER MOLDER MURDER SQUAD ESCAPES AGAIN

John Goytan is dead. And behind him is left a young mother with her seventeen month's old baby girl to make her own way in the world, expectant, too, within the sixth month of another whom Johnnie hoped would be a braw lad.

Johnnie Goytan is dead because he refused to join the molders' union. He was shot down by gunmen as he was on his way to work in the Enterprise Foundry on the morning of July 8. A week before that Frank Brown, business agent of the molders' union, and William Burton, another representative of the union, called at Johnnie Goytan's humble little home out on Rhode Island street and gave him his last chance to join the molders' union or flee San Francisco.

### HIS LAST CHANCE

But two-fisted, stout-hearted Johnnie Goytan told the walking delegates that he had a wife and baby to support; that he had a good job and that he didn't want to join the union. He was foreman in his foundry, was making good wages and saving a little money against the rainy day and the coming babe.

"Well, I suppose this is my last chance," he ventured. He had been warned once before. There was no reply.

### THEN THE GUNMEN

Then the gunmen got him. He was within four blocks of the foundry on Nineteenth street, walking along swinging his lunch pail near the corner of Nineteenth and Vermont streets. It was 7:30 of a lilting San Francisco morning. His wife's farewell kiss was fresh upon his lips and his baby girl's coo sweetening the ear of him.

He was 27, strong, free, happy.

### OUT OF THE MIST

Out of the morning mist swung a heavy, shrouded automobile piloted and occupied by men who had been up all night. It bore down upon Johnnie Goytan from behind at terrific speed. It slowed for an instant. A sawed-off shotgun was thrust through the shrouding curtains. A blast of fire. Johnnie Goytan fell to the curb mortally wounded in the leg. There was a derisive laugh and the big car shot forward at its mad pace into the mist.



### DEATH

Two nights later as the clock was tolling the midnight hour in St. Luke's hospital, Johnnie Goytan's buoyant, brave soul passed into the mist of eternity. The surgeons had done their best. Somewhere, as he died, the men who killed him were probably toasting success around a table in the back room of a moonshine joint or were resting from their labors in an opium den, spending their wages of death. The police are looking for them but they cannot find them.

### HOW LONG?

When is San Francisco authority going to avenge Johnnie Goytan? And Peter Navarrette, a union molder who was killed last April? And the 15 other victims of the gunmen in the molders' strike? How long is San Francisco, this tolerant city of valiant he-men, going to let the gunmen reel and careen through the streets, shooting down men, women and children at \$125 a head? How many more fellows like Johnnie Goytan must be shot into the mist of death before the men of San Francisco take our responsible authorities by the ears and shake them into an understanding that they are paid from public funds to administer the law in protection of honest men and the peace and good name of the city?

How long? Can't it be now before another stout-hearted Johnnie Goytan is murdered?

### WOMEN AND CHILDREN

Since the molders started their strike against the right of San Franciscans to work in their own town, four years ago, there have been 17 shootings, eight attempted shootings, three victims have been crippled for life, two men killed and 11 men slugged and beaten. One of the victims shot was a 13-year-old boy and another was a woman who got in the gunmen's line of fire when they were trying to kill American Plan molders. In all there have been 38 attacks.

### \$125 A HEAD

And only two arrests. Two years ago the police caught two men red-handed in the usual shrouded death car with a sawed-off shotgun in a guitar case. These men, Edward Redmond and John Carey, a union molder, gave the police signed confessions in the presence of witnesses, stating that Frank Brown, business agent of the molders' union, the man who called upon Johnnie Goytan, offered them \$125 a head for every American Plan molder they shot, and that Brown directed them to the basement of the Labor Temple to get the shotgun the police found upon them when they were trapped. Because they repudiated those confessions later, Police Judge Daniel S. O'Brien dismissed the charges against them and they walked from his court room free men.

### BRADY PASSES THE BUCK

Now the police have turned it over to District Attorney Brady for action. The District Attorney promptly passed the buck back to the police, stating that he would present it to the Grand Jury but that he was dependent upon the police for evidence. But the molders' strike has been before the Grand Jury before and nothing happened. The members of the Grand Jury can't quit their business and start out chasing gunmen. So it goes, pitch and toss, the while men are murdered.

The Industrial Association has offered a \$10,000 reward for the apprehension of Goytan's murderers. It is the second or third reward of equal amount publicly offered for information leading to the arrest and conviction of the gunmen.

### WHY IN SAN FRANCISCO?

But they are still at large, roaming the city at will with their guns and their moonshine or their dope, defying the people and the police authorities. They couldn't get away with it for a week in London, Paris or Montreal. Why can they get away with it in San Francisco?

## HERE IS THE RECORD OF SHAME

## DATE

- Latter part of November, 1922 A carpenter shot. He was mistaken for C. F. KRAFT, an American Plan molder, working at the Bethlehem Shipbuilding Corporation. Kraft had received a threatening letter through the mail shortly before the shooting.
- December 18, 1922 \_\_\_\_\_ GRIFFEN, an American Plan molder, was shot at. An unidentified woman received the full force of the charge of bird shot.
- February 2, 1923 \_\_\_\_\_ HILL, an American Plan molder, working at the Bethlehem Shipbuilding Corporation, was shot in both legs. Treated at the Union Iron Works Hospital.
- February 17, 1923 \_\_\_\_\_ KERWICK, an American Plan molder, was struck down from behind with a blackjack and kicked. He resided at the Astoria Hotel, Bush and Grant Ave., and worked for Kingwell Bros.' Foundry. The assault took place on Turk street near Jones street.
- April 20, 1923 CHARLES LINBERG, for W. T. GARRATT & CO., an American Plan foundry, was slugged on Folsom and Second streets. He resided at 912 Oak Grove Ave., Burlingame.
- November 5, 1924 CHARLES HEINS, American Plan molder, employed at Moore-Noble Foundry, was attacked by two men who beat him over the head with a piece of pipe. The attack took place at 20th street and Lexington Ave.
- November 11, 1924 W. H. JAMISON, Superintendent, Moore-Noble Foundry, (an American Plan foundry) was fired at six times in Berkeley. On December 13, 1924, he was again fired at by persons in an automobile as he was about to board the 6:40 a. m. train in Berkeley.
- November 21, 1924 FRED S. PETRIE, employed at the Pacific Malleable Casting Co., an American Plan foundry, was shot and wounded in both legs. The attack took place in Oakland.
- November 25, 1924 B. S. EDWARDS, 667 O'Farrell street, American Plan molder's helper, was shot at early in the morning at Geary and Leavenworth streets. He was employed by the Pacific Malleable Casting Co. Bullet struck stanchion on crowded rear platform of street car.
- November 26, 1924 DAVID FISHER, 3819 East 10th street, Oakland, employed at the Pacific Malleable Casting Co., an American Plan foundry, was shot twice. The attack occurred in Oakland.
- November 30, 1924 FRANK BROWN, Business agent of the Molders' Union, shot down in front of his home by unknown assailants. Recovered.
- December 21, 1924 MANUEL TRAVERS, American Plan molder, employed at the Pacific Malleable Casting Co., was attacked in Oakland by three men who jumped from an automobile and struck him over the head with a club.

- February 7, 1925 M. J. DUFFY, a guard employed by the Enterprise Foundry, at 19th street and Alabama street, (an American Plan foundry), was shot at while on duty by men in a closed automobile.
- May 1, 1925 FRANK REID, American Plan molder employed at the Moore-Noble Foundry, was shot and seriously wounded in front of his home, 1231 Pierce street. A shotgun was used in the attack. Also shot in 1922.
- May 1, 1925 PHILIP WALSOFF, American Plan molder employed at the Enterprise Foundry on Fremont street, was attacked by four men at 16th and Folsom streets. They knocked him down and kicked him.
- May 18, 1925 EDWARD KRAMER, American Plan molder, was beaten up at 85th Ave. and E. 14th street, Oakland, by five men, some of whom he recognized as union molders.
- May 21, 1925 HENRY LA CHANCE, American Plan molder employed at the Enterprise Foundry, 320 Fremont street, was struck over the head with a blackjack and beaten up at 13th and Folsom streets. He has had to have serious operation on his nose as result of attack.
- June 3, 1925 EMIL HALL, American Plan molder employed at the Enterprise Foundry, 320 Fremont street, was shot at while he was leaving his home in Berkeley, by a man in a closed car.
- June 4, 1925 WILLIAM SIREN, American Plan molder employed at the Enterprise Foundry at 19th and Alabama streets, was severely beaten up by two men who approached him in an automobile. The attack occurred about 7:40 in the morning. He was treated at St. Luke's Hospital.
- June 12, 1925 ALEX BANKOVITZ, American Plan molder employed at the Moore-Noble Foundry, Texas and 17th streets, was attacked by several men at 17th and Texas streets and was struck on the back of the head and on the back with a pipe or blackjack.
- June 12, 1925 ALBERT C. ADAMS, General Superintendent of the Enterprise Foundry, 19th and Alabama streets (an American Plan Foundry), was attacked at 11:55 a. m. on his way home to lunch by two men. He was badly beaten up about the head and face. The men who attacked him endeavored to stamp their feet in his face.
- July 10, 1925 CHARLES KOWLS, a molder employed at the Fremont street branch of the Enterprise Foundry, was shot in the back by a man in an automobile. The attack took place on Fremont street, near Mission street.



- August 21, 1925      **CORNELL BRAZINGTON**, American Plan molder employed at the Enterprise Foundry Co., was shot, at 20th and Shotwell streets, by a man or men from an automobile speeding by him.
- August 26, 1925      **PETER PERASSO**, American Plan molder employed at the Moore-Noble Foundry Co., shot on Connecticut street near 18th, with shotgun by men or man who sped by in an automobile. Perasso was so badly injured that it was necessary to amputate his leg between the knee and hip, in order to save his life.
- September 11, 1925      **PAUL BERNBERGER**, molder employed at the Santa Fe Foundry, Richmond, was shot in the foot in Richmond, Contra Costa County. A shotgun was used by a man or men in an automobile.
- September 18, 1925      **B. C. SMOKER**, American Plan molder employed at the South City branch of the Enterprise Foundry, was shot at while on his way to work. A shotgun was leveled at him and he jumped just in time to avoid the shot and ran behind an auto when a second shot was fired which also went wild. The shot was fired by a man in an automobile.
- October 2, 1925      **ANTHONY WAYNE**, molder employed by Kingwell Bros., was shot in both legs. Gas gangrene set in, in the right leg, and on October 5, 1925, it was necessary to amputate the leg. The shot was fired by a man in an automobile.
- October 13, 1925      **CHARLES BLANK**, molder employed by the Standard Brass Casting Company, Oakland, was shot in the leg in front of his home in Oakland. The shot was fired by a man in an automobile.
- January 13, 1926      **CESAREO ALVAREZ**, an apprentice molder employed by M. Greenberg Sons Foundry, was assaulted by two men while returning from work. He was kicked in the head and face and badly mauled and a severe scalp wound opened on his head.
- January 21, 1926      \_\_\_\_\_ **WALKER**, an apprentice molder employed at the Enterprise Foundry, claims to have been shot at five times as he was leaving his home in the morning. There is some question as to the credibility of his story.
- January 28, 1926      **NORMAN STANFORD**, aged 13, son of Joe Stanford, a molder employed by the Standard Brass Casting Company of Oakland, received a charge of buckshot in the leg and foot as he was about to enter the garage with his father in the morning preparatory to driving his father to work. The attack was evidently intended for the father.

- February 15, 1926** EUGENE H. DENNISON, a molder employed at the McKay Foundry, who lives in Alameda, was fired at from a car as he was returning to his home in the evening. The attack was made with a shotgun, the charge passing between Dennison and his twelve-year-old son who was with him at the time.
- February 25, 1926** W. LUCE, an American Plan molder employed at the plant of the McKay Foundry Company, was shot as he was proceeding to work, near the corner of 25th and Capp streets. An automobile with curtains drawn was used by his assailants who employed a sawed-off shotgun. Practically the entire charge lodged in Luce's calf. Gas gangrene developed and it was necessary to amputate the leg.
- February 26, 1926** A. J. MARKLE, a molder employed at the Moore-Noble Foundry, reported he had been shot at as he was proceeding to work. Investigation indicates that there is no truth to this story.
- March 7, 1926** WILLIAM FRANK, a union molder employed at the Pacific Foundry, was shot as he was entering his home shortly after midnight, Sunday morning. He was not seriously injured.
- March 24, 1926** DON GREEN, an American Plan molder employed at the McKay Foundry, was shot as he was walking to work in the morning, on 16th street near Shotwell. A considerable number of shot entered both of Green's feet.
- March 26, 1926** PETER NAVARRETT, a union molder employed at the Axford Foundry, was shot as he was proceeding to work in the morning. This man was so seriously injured that he died some days later from his injuries.
- April 28, 1926** J. LIZARRAGO, an American Plan molder's helper employed at M. Greenberg's Sons Foundry, was fired on from an automobile as he was waiting to board a street car at 12th and Folsom streets. None of the shots took effect.
- May 11, 1926** PHILIP ADAMS, an American Plan molder employed at the McKay Foundry, was shot and seriously wounded in the legs on Seventeenth street while on his way to his home at 948 San Pablo Avenue, Albany, Alameda County. The gun was fired by a man who drove up behind him in an automobile. Adams recovered.
- July 8, 1926** JOHN GOYTAN, an American Plan foreman foundryman at the 19th street branch of the Enterprise Foundry, and residing at 719 Rhode Island street, was shot in the right leg with a shotgun while on his way to work, about mid-way on 19th street between Kansas and Vermont streets. The shot was fired from a touring car. Goytan died at St. Luke's hospital at midnight Friday, July 9, 1926.

## CONTRACTORS ASK INJUNCTION AGAINST STRIKE VIOLENCE

The Superior Court has been asked by more than a score of leading contracting firms and individuals to help save San Francisco's great building program against the attempt of the United Brotherhood of Carpenters and Joiners of America to wreck it. On July 8, attorneys for some of the largest building firms in the city who now have under way some \$20,000,000 worth of construction, obtained a temporary restraining order against William L. Hutcheson, President of the United Brotherhood of Indianapolis, and scores of officers of local carpenters' unions, to stop the intimidation and slugging of American Plan carpenters upon whose freedom to continue working depends San Francisco's \$60,000,000 1926 construction plans.

### ORDER GRANTED

Superior Judge W. E. Herzinger of Redding, sitting here in extra session, granted the temporary restraining order and with it an order against the union officers to show cause why a temporary injunction should not issue pending trial of the issue. On July 13 the hearing on the order to show cause was continued for ten days with the restraining order still in effect.

In their petition for an injunction the plaintiffs, represented by Brobeck, Phleger and Harrison associated with Chauncey F. Eldridge and George O. Bahrs, based their suit upon the case of the Southern California Company against the Amalgamated Association of Iron Workers, which was upheld by the California Supreme Court. If the injunction is granted it will place every union intimidator of American Plan carpenters in contempt of the Superior Court and every union official likewise in contempt when it can be shown that the intimidators were acting as representatives of the union officials.

### TERMS OF ORDER

The complaint filed by the contractors recited the story of the carpenters' strike since its inception, April 1, 1926, with its long list of assaults and other violences against American Plan carpenters employed on jobs under construction by the plaintiffs and prays for injunctive relief on the ground that if the organized violence continues the businesses of

the plaintiffs will be destroyed without remedy at law. The temporary restraining order issued by Judge Herzinger prevents the officers, agents, representatives or members of the carpenters' union from assaulting American Plan workmen, seizing them or their tools, threatening them, intimidating them, calling them vile names or swearing at them, subjecting them to ridicule or contempt, preventing them from working or enticing them other than by peaceful and legal means from their work.

### PLAINTIFFS

The action was brought by J. Frank Barrett and H. H. Hilp, Barrett and Hilp; McDonald & Kahn; Vincent Fassio, Mission Concrete Company; W. S. Dinwiddie, Dinwiddie Construction Co.; The Fink & Schindler Co.; Lindgren & Swinerton; Cahill Brothers, Inc.; James A. Arnott, Arnott and Sons; J. Ferroni, S. Steinauer, Louis Vanucci and Frank Vanucci, Vanucci Brothers; Forderer Cornice Works; J. G. Kincannon, H. Thorinson, E. L. Stoneson, H. Stoneson and F. Thorinson, Stoneson Brothers; Carl Peterson, Olaf Monson and H. E. Rahlmann, Monson Brothers; George Wagner, A. O. Fields, M. Lager and Val Franz, Lager and Val Franz; California Real Estate and Finance Corporation; G. P. W. Jensen, St. George Holden and Bond Construction Company.

### DEFENDANTS

The defendants named were: The United Brotherhood of Carpenters and Joiners of America; Bay Counties District Council of Carpenters and Joiners of America; Local Union No. 22 of the United Brotherhood of Carpenters and Joiners of America; Local Union No. 304 of the United Brotherhood of Carpenters and Joiners of America; Local Union No. 483 of the United Brotherhood of Carpenters and Joiners of America; Local Union No. 2164 of the United Brotherhood of Carpenters and Joiners of America; William L. Hutcheson; William Cole; F. P. Nicholas; N. H. McLean; Robert Cairns; Martin L. Bavage; Alfred J. Gallaway; Archie Mooney; Paul Clifford; Everett Hale; James E. Rickets; W. E. Sherwood; Fred H. Fewster; F. E. Lawson; Frank C. Evans; D. H. Rayn; George Cook; Benjamin Maley, and forty-five Does.



## PACIFIC COAST ARCHITECT BACKS AMERICAN PLAN

San Francisco architects are behind the Industrial Association and its fight to keep San Francisco free industrially. That is important because the architect is really a liaison officer between the owner and builder, a disinterested professional man with a high ethical code upon whom the owner and investor can depend for accurate advice.

The position of the architects of San Francisco in the present dispute engendered by the ambition of the Indianapolis officers of the carpenters' brotherhood to clamp the closed shop upon San Francisco, was revealed in the following editorial which appeared in the June issue of the Pacific Coast Architect:

### THE AMERICAN PLAN

After several years of industrial peace in San Francisco, which brought the complement of peace—prosperity—another struggle has started between the members of some of the Building Trades unions and that large element among the contractors of San Francisco who have adopted the American Plan.

Architects should not, and in reality they cannot, remain neutral on such a subject. It affects them too vitally as individually, whose livelihood depends upon a healthy condition in the building industry; it concerns them too deeply in a broader way, as members of a profession committed to a code of ethics based upon justice, fair play, and the sanctity of contracts; and as citizens who have received unconditional opportunities for training and practice, they are bound to uphold the inalienable right of every American to obtain a living by his own efforts, under no conditions as to membership in any private organization.

Every architect knows how he stands on these points. There is no real question in his mind. Here is no dispute about wages or hours—all architects object to craftsmen being underpaid or overworked, for buildings cannot be well constructed under such conditions; there must be loyal co-operation, with a square deal for all concerned, to achieve our ideal. But to deny a man the right to work is not a square deal.

The acts of violence which have been accessory to this strike, deplorable as they are, are not needed to show architects their duty. Public opinion always forces government, sooner or later, to control such situations. Architects, with their fuller knowledge of facts, should anticipate public opinion, not only in denouncing violence, but in condemning the dog-in-the-manger, un-American policy which refuses to let men work because they do not belong to some organization. They should enforce their principles in their private practice so far as is in their control, and should endorse and support the bodies who are resisting this unfair demand.

It must be clear that definite settlement of this matter is essential, not only for the future industrial life of San Francisco, but as an example for the rest of the country.

### Like Graphic Proof

Wide-spread and appreciative comment on the Industrial Association's American Plan booklet, "Graphic Proof," has come from many quarters throughout the United States. Among those writing to President Mailliard about the booklet was A. T. Hussey of the Naval Stores Export Corporation of New Orleans. Mr. Hussey said:

"If, indeed, more of our great American cities would follow this splendid example of San Francisco's progressiveness the American public would enjoy a much better feeling of security and contentment."

An official of one of the large manufacturing concerns in Chicago wrote:

"It is a wonderful story and I think it is the finest piece of propaganda for an association with which I have come in contact. It is an intelligent word-picture which is always most convincing and it should accomplish much for your cause."

The Industrial Association has kept construction going despite the carpenters' strike. In 1921 it was all shut down.

## CARPENTERS LOSE MEMBERS IN WITHERING STRIKE

Save for infrequent intimidations and attacks the carpenters' strike for a closed shop has all but petered out. Many of the striking members of the carpenters' brotherhood are going back to work and some are tearing up their union cards. It is safe to venture that the local carpenters' unions have lost heavily in membership through the stupid efforts of their leaders to prevent American Plan carpenters from working on jobs in San Francisco.

The rank and file of union carpenters in San Francisco have been against the strike since its inception on April 1 and they are all but through now with the abortive effort which has cost them so heavily in money and prestige. The strike has served one purpose, however, and that is that it has been proved that the day has gone in San Francisco when any group of men can enforce its will upon the city by violence.

### UNION MEN BACK

The record of violence to date shows a total of 212 contractors, engineers,

carpenters and guards assaulted. The following recapitulation shows 109 union men charged with strike violences on the court calendars. Most of these are charged with conspiracy to commit a crime which is a felony in which the Superior Court takes jurisdiction, although preliminary hearing must be had in Police Court, where most of the cases still lie. No doubt it was the action of the authorities in applying the conspiracy law that has helped to cut down the number of strike violences and permit union men who wanted to return to work to go back to their jobs.

### RECAPITULATION OF STRIKE VIOLENCE

Number of men assaulted and kidnaped .....	212
Number of union sympathizers arrested .....	169
Number of union sympathizers convicted .....	10
Number of cases of union men on calendars .....	109

## GEORGE WASHINGTON SPEAKS IN SAN FRANCISCO TODAY

All obstructions to the execution of the laws; all combinations and associations, under whatever plausible character with the real design to direct, control, counteract, or awe, the regular deliberation and action of the constituted authorities,—are destructive of this fundamental principle, and of fatal tendency. They serve to organize faction, to give it an artificial and extraordinary force; to put in the place of the delegated will of the nation, the will of a party,—often a small but artful and enterprising minority of the community,—and according to the alternate triumphs of different parties, to make the public administration the mirror of the ill-concerted and incongruous projects of faction, rather than the organ of consistent and wholesome plans, digested by common councils and modified by mutual interests. However combinations or associations of the above description may now and then answer popular ends, they are likely, in the course of time and things, to become potent engines by which cunning, ambitious and unprincipled men will be enabled to subvert the power of the people, and to usurp for themselves the reins of government; destroying afterwards the very engines which have lifted them to unjust dominion.—*Washington's Farewell Address.*

## INDUSTRIAL ASSOCIATION AIDS BUILDING RECORD

Well, the Industrial Association has done its job in the carpenters' strike. Building construction in San Francisco for the first half of 1926 aggregated \$5,000,000 more in value than for the first six months of 1925, a record in the city's history.

The total building operations for the first half of 1926 expressed in money figures, amounted to \$32,223,117, as compared with \$27,217,641 total of building permits for the first six months of 1925. This is higher than any comparable figure in the city's history. Not only that but the construction authorized for the month of June totaling \$8,479,058, is also a record for any one month in the city's history and 81 per cent greater than the total for June, 1925. The construction record for the first half of 1926 was 18 per cent above that of 1925 and 23 per cent better than for a comparable period in 1924.

### SAN FRANCISCO'S ANSWER

That is San Francisco's answer to the threat of the national officers of the United Brotherhood of Carpenters and Joiners of America to rule San Francisco's building program or ruin it. They have tried and failed. They have failed because the Industrial Association refused to let them clamp the closed shop on San Francisco's building industry. The closed shop means union rule, ruthless rule, arrogant, domineering, selfish rule. The United Brotherhood has spent hundreds of thousands of dollars. It would have collected millions had it succeeded, millions from the pockets of the public of San Francisco.

### HARD WORK

The Industrial Association has made it possible for builders and contractors to continue operations for more than three months in the face of the carpenters' strike, a strike accompanied by violence since the day it began. It has done this by building up a force of competent American Plan carpenters to keep San Francisco's construction program going and protecting contractors and workmen as far as possible against the criminal tactics of the carpenters' union.

### WORTH IT

\$5,000,000 more construction for the first six months of 1926 than for the

first six months of 1925. We start the paragraph with the figure because it is impressive. And three months of those first six months of 1926 under strike conditions with more than 200 contractors and carpenters beaten, slugged and kidnaped by union thugs.

Rather a job? Yes, it has been. But it's worth it. San Francisco is worth it.

### Golden's Rusty Reward

Last April, Police Judge Joseph M. Golden did a job for the carpenters' union by dismissing two union carpenters who had beaten an American Plan guard and throwing the guard into jail under a \$5,000 bond. Not only that but he extended an open invitation to union carpenters to go about the streets of San Francisco, beating American Plan carpenters with impunity, by stating from the bench that the guard should be tarred and feathered and the same treatment should be given to the men who had imported him.

Public opinion at the time gave Golden a severe drubbing for his unjudicial and riot-inciting remarks. Golden did a lot of begging then to escape a recall which outraged public opinion was demanding.

### BENCH FOR BENCH

He is getting his reward now, however, for the job he did for the carpenters' union. Having offered his bench for sale, the carpenters, supported by the leaders of other unions, have endorsed his candidacy for the Superior bench. According to Organized Labor, the official organ of the labor movement in San Francisco, Judge Golden was "admitted" to a recent meeting of the building trades council where he was introduced as "a judge who was always ready and willing to give members of organized labor that which they are justly entitled to." Golden used the opportunity, according to Organized Labor, to thank the "membership of the council for the wonderful support" they are giving him and stated that, if elected to the Superior bench, he would continue to administer equal justice to all. He called the attention of the council to his record during the time he has been on the police bench."

Golden's candidacy for the Superior



bench has also been endorsed by Carpenters Union No. 22, Electrical Workers Union No. 6, Painters Union No. 19 and United Laborers Union No. 1.

### SOLD BIRTHRIGHT

In other words, organized labor has found Judge Golden a willing servant and it intends now if possible to elevate him to a public office where he can serve it more obediently and more effectively. This is a warning to every San Franciscan who has any respect for our American courts, to get out now and start working against Judge Golden. Teach him that he has sold the birthright and honor of every San Franciscan for a mess of pottage.

### Hunches on Hutch

President William L. Hutcheson of the United Brotherhood of Carpenters and Joiners of America, in a statement given to the press in connection with the carpenters' strike, defines labor as a commodity. He said:

"Our organization is not only a labor body, but also a business institution, and our members take on the same status as stockbrokers. In this locality our object is to dispose of or sell our commodity—labor skilled in our trade."

Apparently President Hutcheson is willing to use any shirt to make a sail. It has long been one of labor's "principles" that a man's labor cannot be classed as a commodity. No doubt many members of the United Brotherhood will take Hutcheson to task for his slip.

In his statement President Hutcheson said, "It is the inherent right of men to determine as to whom they shall work for."

There are two corollaries to this:

(1) It is the inherent right of men also to determine whether they shall belong to an organization and:

(2) It is the inherent right of men to determine whom they shall employ.

President Hutcheson in his press statement following his conference with the Industrial Association said that he proposed to "sell our idea" to the contractors. He chose apparently to ignore the fact that the carpenters' strike has been lost and that the rea-

### Retail Sales Mount

For some time Organized Labor, the official spokesman for the labor movement in San Francisco, has been trying to convince the merchants of the city that they are being seriously wounded in their cash registers by the carpenters' strike. This wail has been on a par with most of the other misinformation in Organized Labor since the carpenters' strike started.

Now comes the Federal Reserve Bank of San Francisco showing that retail sales in San Francisco increased 4 per cent from January 1 to June 30, 1926, as compared with the first six months of 1925. Sales for the month of June, 1926, in San Francisco were 4.2 per cent over June, 1925, while the average increase throughout the United States was 3.5 per cent and the average increase in California 3.7 per cent.

That ought to nail the canard being circulated by Organized Labor among the merchants in their attempt to scare San Francisco business men into the closed shop. Moreover, it is an accurate measure of the ineffectiveness of the carpenters' strike.

son it was lost was that he was unable to sell his idea to the contractors.

In his statement to the press President Hutcheson did a piece of flag waving worthy of George Cohan. He said:

"Furthermore, we contend that there is no greater American institution in existence than the United Brotherhood of Carpenters and Joiners; one of the necessary qualifications for membership being that an applicant must be an American citizen or show proof of intention to so become."

Does President Hutcheson know that nothing could be more un-American than to deny a qualified craftsman the right to join an economic organization? Or is the United Brotherhood a political organization? Save for political rights or rather, privileges under the constitution of the United States, the foreigner in America is guaranteed the same protection of the law and the same rights to life, liberty and the pursuit of the happiness as is the citizen.

# \$10,000 REWARD

A reward of \$10,000 will be paid by the undersigned for information leading to the arrest and conviction of the person or persons who, on the morning of July 8, 1926, at 19th and Vermont Sts., San Francisco, shot John Goytan, an American Plan foundry foreman employed by the Enterprise Foundry Company.

## INDUSTRIAL ASSOCIATION OF SAN FRANCISCO

Santa Fe Building, San Francisco

*Phone:* Douglas 7620

# AMERICAN PLAN PROGRESS



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NO. 2

## UNION CONTROL OF STRIKE VIOLENCE SHOWN IN INJUNCTION SUIT

Suit by more than a score of San Francisco contractors to enjoin officers and members of the carpenters' union from further strike violence has been under way for more than a week before Superior Judge Herzinger of Redding sitting here in Extra Session with prospect that a decision will be rendered some time within a fortnight. Perhaps the best proof of the contractors' charges that officials of the carpenters' union are responsible for more than 200 assaults and other violences during the past fifteen weeks is the fact that there has been virtually no violence since hearings on the injunction suit began July 21, although Judge Herzinger's temporary restraining order issued July 8, pending the present hearing, was violated by a particularly savage attack upon H. S. Fowler, an American Plan cabinet-maker, on July 16. Carpenter officials, apparently unwilling to give Judge Herzinger a close-up picture of their organized violence during the trial of the case, have stopped, for the time being at least, their daily vaudeville of beating and slugging with which they have advertised San Francisco as one of the crime centers of America.

### Police Testimony

Counsel for the contractors put nearly a score of witnesses on the stand to prove their charges of conspiracy by the union officers to dis-

rupt San Francisco's building program by organized violence. Outstanding was the testimony of Police Captain Arthur Layne of the Central District, who testified that F. B. Nicholas, President of Local Carpenters' Union No. 22, had boasted to Captain Layne that "there ought to be 200 assaults every day," and the declaration of Business Agent Gallaway of the carpenters' union that carpenters who took the places of striking mechanics deserved to be beaten up. Captain Layne also related the story of a raid by 300 carpenters upon an American Plan job, Gallaway's agreement to have 40 union men arrested in the raid, in court, and the posting of a notice to that effect in Carpenters' Hall. The control of the union officials over the raiders was shown when 35 of the 40 defendants obeyed Gallaway's posted notice to appear for arraignment on charges of rioting.

### The Crime Trail

As witness after witness took the stand, Attorney Harrison for the plaintiff contractors, assisted by Attorneys Eldridge and Bahrs, opened the strike crime trail straight into carpenters' headquarters, where they pictured Archie Mooney, Pacific Coast organizer for the United Brotherhood of Carpenters, inciting the union men to "fight, fight, fight," and Mooney and another



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union official coming almost to blows because Parker, the other officer, would not participate in assaults and raids.

### Wreckers' Wages

Some of the most important testimony with which the prosecution cleared the crime trail of the fog of deception with which union officials have screened their activities, was given by Inspectors C. E. Arthurs and R. F. White of the Industrial Association, who testified that time and again they had followed lorries of union men straight from Carpenters' Hall to the scenes of assaults on American Plan carpenters, raids on American Plan jobs and attempted assaults which they were able to forestall. Their testimony was supported by a surprise witness, Jackson Chambers, a member of Carpenters' Union No. 483, who testified that Paul Clifford, business agent of that union, assigned him as an "observer" or raider to accompany other union raiders in strike violence. Chambers, who was one of the men arrested by Captain Layne with 39 others when 300 union carpenters stormed a job at Pacific and Taylor streets, testified he had been dispatched to the work by Clifford and that he was paid \$1.50 a day for his raiding and assaulting activities.

### \$30,000 Fund

Among the other witnesses was Police Captain Charles Goff, who testified that Benjamin Maley, Vice-President of Local Carpenters' Union 483, confessed personal participation in the strike violence. Still another witness, A. P. Cauley, an American Plan carpenter, who was kidnaped from a job on May 8, taken to Carpenters' Hall and later beaten, picked Paul Clifford, business agent for No. 483, as one of the officers on duty in carpenter headquarters on the day they kidnaped him and tried to make him join the union. Cauley identified Clifford among nearly 50 union officials and carpenters crowding the courtroom during the trial.

Summoned as a witness for the prosecution under mandate of the Court, N. H. McLean, Secretary-Treas-

urer of the Bay District Council of Carpenters and a defendant in the case, admitted that the Bay District Council of Carpenters had turned over to the Strike Committee in charge of the carpenters' strike, \$30,000. McLean was unable to account for the disposition of the funds which he said had been expended by the Strike Committee without an accounting. He denied, of course, any responsibility for the long list of organized assaults on American Plan carpenters, contractors, builders and engineers.

### Union Control

Among others who testified as to the activities of the union officials and raiding crews in the strike violence was C. S. Allred, home-building contractor, who related a conversation with President Nicholas of Carpenters' Local 22 wherein Nicholas told him that he would have to talk to Business Agents Gallaway and Ricketts if he wanted his jobs protected against violence from union raiders. Contractor Allred's jobs and carpenters were the objects of raids and attacks during the first two months of the strike.

Supplementing the testimony of the police, Industrial Association inspectors and others, was the appearance on the witness stand of man after man who had been assaulted and beaten, American Plan carpenters who told their stories of the attacks made upon them by the union sluggers. They faced the ordeal of the witness chair courageously, eye to eye with the men who had ordered the attacks and undaunted when they were asked to walk through the courtroom identifying assailants. One union "observer," William Allen, threatened Hardwick Culberson, an American Plan carpenter, a threat which drew fire from Judge Herzinger in the form of a notice to all concerned that the witnesses were wards of the Court and that the Court would deal severely with any further attempts to intimidate them.

### For Sale?

A spectacular aspect of the defense attempted by the union officials, to which the newspapers paid undue attention, was publicity-seeking affidavits made on information and belief, accusing the Industrial Association with hiring gunmen and with the shooting of two union molders and the beating of a union carpenter. The union officials attempted to support their attempt to use Judge Herzinger's

court as a publicity vehicle, with alleged affidavits by former, discredited employees of detective agencies, relative to their own activities three and four years ago. In one instance, one of these professional affidavit makers had previously sworn to a statement quite contradictory to the affidavit filed in his name by the defendant union officers. While the newspapermen covering the injunction suit were forced to report the contents of these affidavits owing to the fact that they were filed with the court, they were well aware that the affidavits were not germane or relevant to the present carpenters' strike and the effort to obtain an injunction against continued violence. "Organized Labor," official weekly organ of the Building Trades Council, of course, made a big "play" of these affidavits. That was the purpose of the defendants—to make the inanities privileged matter for publication.

## VIOLENCE RECORD

While the carpenters' strike violence has decreased, there are still sporadic yet organized efforts to intimidate American Plan workmen. Up to the evening of July 24th, the total number of intimidations, assaults and kidnappings since April 1st was 216, an increase of three for the week ending July 24th as compared with the total under date of July 16th.

The number of union men and their sympathizers arrested to date is 194. Of this total only ten have been convicted, while there are 129 cases on the court calendars. The character of the later strike violence has been less vicious, probably owing to the fact that members of the carpenters' wrecking crew have come to understand by this time they stand a good chance of going to jail and paying heavy fines under the conspiracy charges alleged against them and which constitute a felony.

Every city in America suffering from union labor dictation is watching San

Francisco's struggle with the  
carpenters

## GROUP INSURANCE UNDER AMERICAN PLAN

Backed by efforts of the Industrial Association American Plan carpenters and other craftsmen working under American Plan conditions in San Francisco are to be given the opportunity to take out life and sickness insurance at exceptionally low rates under the group insurance policy of one of the largest insurance companies in America, through which employers share the cost of the insurance with their men. Under the policies proposed and to which several of the larger contracting and home-building firms have agreed, American Plan craftsmen in the building trades in San Francisco will be able to carry a \$1,000 life policy and a \$10 a week sickness policy for a total cost of \$1.30 a month, a figure much lower than the unions are able to offer.

### Employer Cooperation

The cost of both policies per employee to the employer will be 50 cents a month. One of the important provisions of the plan is an arrangement whereby the policies will carry over from one employer to another when mechanics change jobs.

In a letter to contractors and home-builders, sponsoring the new group insurance, the Industrial Association said: "The American Plan implies a square deal for the worker. The major portion of this obligation rests upon the contractor.

The Industrial Association intends to make an active campaign among the larger contracting firms immediately in behalf of the new plan and to assist employers and employees in the keeping the insurance policies taken out under it alive. The estimated cost of the \$1,000 life and disability policy to the employee is 60 cents per month to the employee and 25 cents a month per employee to the employer. The cost of the \$10 a week sickness policy is 70 cents a month to the employee and 25 cents a month to the employer per employee.

## CITIZENS AID POLICE ARREST STRIKE THUGS

San Francisco citizens are taking a hand at last in the efforts to suppress the campaign of slugging by union carpenters in their futile effort to make San Francisco a closed town. Participation of citizens in the efforts of the police to suppress assaults by union carpenters upon American Plan workmen was evidenced in the attack on Harry Fowler, an American Plan cabinet-maker, by union carpenters on the morning of July 16th while Fowler was at work remodeling a cigar store at 632 Market Street.

Undaunted by the fact that hundreds of people were passing in front of the place, the thugs opened their attack upon Fowler, who is a man well along in years, by striking him down while he had his back turned to the ground floor doorway through which his assailants entered. Scrambling to his feet, Fowler ran through the Crocker Building to Post Street, when two other members of the wrecking crew struck him to the ground again.

### Calls Police

Meantime, Ira A. Hankey, assistant to the Managing Director of Californians Incorporated, witnessing the attack, ran to the corner of Post and Montgomery Streets, led Traffic Officer Kelleher to the scene of the attack and pointed out two of the men who assaulted Fowler. They were unconcernedly walking away at a slow pace to avoid a chase by citizens when Officer Kelleher apprehended them. The two men gave their names as Joseph Sousa, a union carpenter residing at 3086 Washington Street, and Harry Ternulle, living at 1635 Water Street. Later, William Allen, a third member of the wrecking crew, was arrested by the police near Post and Kearny as he attempted to drive away in an automobile, which the attackers apparently had used to go from Carpenters' Hall to the scene of the assault. In the car the police found an oak billy club.

### Confession

Ternulle and Sousa were said to have given written statements to Police Captain Layne in which they admitted they were members of Car-

penters' Union, Local No. 483, and Ternulle was said to have admitted to Captain Layne that he was the one who struck Fowler. Allen, who is a lather belonging to Local No. 64, denied knowing anything about the assault, protesting that he had been asked by a man named "Joe" to drive the car back to Carpenters' Hall. Sousa and Ternulle were both released on \$500 bail after charges of mayhem, conspiracy and assault had been preferred against them. Allen was also booked on felony charges and released on \$500 bail. Both Sousa and Ternulle have been in trouble in the carpenters' strike before. Ternulle already had a felony charge pending against him when he was arrested for the attack on Fowler.

### Testimony

The assault on Fowler was made part of the testimony in the injunction suit of a score of San Francisco's leading contractors and home builders to enjoin the officers of the Carpenters' Union from further strike violence. Both Hankey and James M. Abbott, an attorney in the Crocker Building, took the witness stand to relate the facts of the assault and both have been subpoenaed to testify in the police court in the preliminary hearing of the defendants.

Fowler was said to have sustained a broken jaw, a broken nose and a lacerated scalp as a result of the attack. He was sent to the Franklin Hospital for treatment.

### STRIKE DAMAGE SUITS

Damage suits against union carpenters officials growing out of attacks upon American Plan carpenters now total \$130,000. The latest action against the unions and their officers was filed July 19 by G. E. Baldrige, an American Plan carpenter who was slugged and beaten last May on Market street near Kearny. Baldrige sued for \$40,000. The other actions were filed previously by W. A. Wunrath for \$40,000 and Hardwick Culbertson for \$50,000, both American Plan carpenters who fell victim to union wrecking crews.



## CARPENTERS FORFEIT NATIONAL PRESTIGE IN S. F. STRIKE

The carpenters' strike is as unpopular abroad in the perspective of distance as it is here in San Francisco. With hardly an exception, Eastern newspapers and magazines, many of them sympathetic with Labor, in their comments on the strike condemn unsparingly the effort of the United Brotherhood of Carpenters and Joiners to wreck a great building program simply to gratify a lust to rule or ruin. It begins to look as if the Brotherhood officers have not only impaired the organization's prestige in San Francisco but that they have severely damaged the standing of their craft nationally. The following editorial from the July 17 issue of *The Independent*, for many years one of the outstanding liberal magazines in America, is typical of the informed view of the public outside of California on the issue now before the people of San Francisco and our law enforcement authorities:

### BRASS KNUCKLES IN SAN FRANCISCO

No journal insists with more determination than *The Independent* upon the right of individuals to strike, whenever refusal of employers to correct repressive and wrongful conditions makes such extreme action necessary. But with the sort of quarrel which the United Brotherhood of Carpenters and Joiners of America has foisted upon San Francisco and the Bay district, we have little sympathy. Last March, an order was issued from the union's headquarters in Indianapolis to the effect that on and after April 1, non-union carpenters could not work on the same job in San Francisco and the Bay district with union men. No question of wages or hours was at issue; no unsavory conditions were to be corrected. It was a question of principle, purely and simply.

Even less sympathy can be mustered for the union carpenters who struck on April 1 when the situation in San Francisco is known. For the past five years, building operations in the Bay dis-

trict have been conducted on the "American plan" which was agreed to after several years of constant labor troubles. Under this plan, there can be no closed shop, no "closed-closed" shop, nor no "closed-open" shop. The Industrial Association of the city insists on the right of any man to seek, obtain, and retain work for which he is fitted, without reference to membership or lack of membership in any organization. Since 1921, when the plan was first put into operation, building has increased almost two and one-half times over the preceding five years when the closed shop was in force.

Perhaps it has been too successful according to the lights of the United Brotherhood. Perhaps union leaders felt that San Francisco's experience might constitute a dangerous example to other cities. That they feel the principle involved to be of vital importance, however, is clear from the measures of violence employed. Thugs and bruisers have been imported, and a campaign of intimidation has been vigorously carried on for the past three months. The tactics followed are simple and effective. "Wrecking crews" of from twenty to three hundred men descend suddenly upon a job from automobiles and, slugging right and left, attempt to drive non-union men from work. So far, these measures have met with little success. Both sides are determined not to give way. The Industrial Association flatly declines mediation on the basis of any modification of the American plan. The United Brotherhood is equally determined to establish its principle. So far as we are concerned, our sympathy is entirely with the Industrial Association. Deliberate attempts to upset peaceful conditions simply to establish the dominance of a union are as illegitimate in theory as they are violent in practice. Not by such methods do unions promote the welfare of the workingman.

## PUBLIC CONSTRUCTION UNDER AMERICAN PLAN

There has been much ado during the past few weeks in the newspapers about the supposed stoppage of work on the Relief Home and allegations from some public officials that the Industrial Association through the operation of its permit system has been interfering with the construction of San Francisco schools. The statements and comments in the press ended where they began—nowhere.

The fact of the matter was that the Clinton Construction Company, contractors for the Relief Home, had eight months within which to finish their contract and were not prone to rush the job. Four wings of the five-winged building had been finished and with the exception of the completion of the steam-fitting and plumbing were about ready for occupancy when carpentry work on the fifth wing stopped owing to the fact that American Plan carpenters were not permitted to work on the job. When American Plan carpenters were granted the same privileges as the union carpenters to work on the Relief Home, materials began to flow freely and the work is now under way. At no time, however, were the other craftsmen, about 150 in all, laid off, and at no time did work other than carpentering stop, and then only for a very brief period.

### No Stoppage

As far as the schools are concerned, work has never been stopped on any schools through the operation of the permit system. Last Monday the Galileo High School contractors added some American Plan workmen to the full union crew which had been employed up to that time on the school and work looking to the completion of the school by August went on unhindered.

The position of the Industrial Association, both in the case of the Relief Home and school construction, has been and is that the City and County of San Francisco should not discriminate against competent resident craftsmen of San Francisco simply because they do not belong to the Carpenters' Union. There is no more reason that an American Plan workman should be denied the right to work on public construction than there is that union men should be denied that right.

## GOYTAN'S MURDERERS STILL AT LARGE

Johnny Goytan is in his grave. He was shot down three weeks ago and died in agony at St. Luke's Hospital, after he had refused to join the Molders' Union.

Nearly a month has elapsed, yet Johnny Goytan's murderers are uncaught. Such is justice in San Francisco.

They are uncaught despite the fact that the Industrial Association has offered \$10,000 reward and has had the offer published in every police station in San Francisco in addition to its public advertisement. But the murderers are still at large, waiting, no doubt, for their opportunity to make another \$125 when the orders come to shoot another American Plan molder who refuses to join the Molders' Union.

Since Johnny Goytan was murdered, there have been excited statements from public officials of San Francisco condemning the Industrial Association for demanding that American Plan carpenters shall be given the same opportunity to work on San Francisco's public buildings as union men. Much of this kind of talk broadcast through the press—but not a word about the foul murder of Johnny Goytan or the necessity of clearing San Francisco of the nest of criminals who have shot down 17 men, women and children on the streets of San Francisco and murdered two molders. Why?

## ANOTHER MOLDER ASSAULT

Mike Zombey, an American Plan molder, was standing at the corner of Market and Second Streets of a morning last week waiting to catch the street car to the San Francisco Brass Foundry, where he was employed. Suddenly he was struck from behind and knocked to the pavement unconscious. His nose was broken and he was sent to St. Luke's Hospital for observation.

Zombey never even saw his assailant, neither before nor after the attack. Zombey's "crime" was that he refused to join the Molders' Union. He came to San Francisco about a year and a half ago and has been working here ever since. He was formerly a union man.

## RECORD OF PLURAL ARRESTS IN CARPENTERS' STRIKE

**ALBERT BAKER**

Arrested May 14, 1926.  
Charged with battery and inciting riot.  
Bail: \$20.00.  
Dismissed by Judge Lazarus.  
Arrested May 17, 1926.  
Charged with rioting.  
Bail: \$20.00.  
Dismissed May 25, 1926, by Judge Lazarus.

**ALFRED BISHOP**

Arrested April 28, 1926.  
Charged with battery and disturbing the peace.  
Bail: \$10.00.  
Fined \$25.00 on second charge by Judge O'Brien, May 20.  
Arrested May 20, 1926.  
Charged with disturbing the peace and battery.  
Bail: \$20.00.  
Fined \$25.00 by Judge Jacks.  
Arrested June 4, 1926.  
Charged with disturbing the peace.  
Bail: \$10.00.  
Acquitted.

**EARL CHASE**

Arrested May 19, 1926.  
Charged with rioting and picketing.  
Bail: \$20.00.  
Pending.

Arrested May 21, 1926.  
Charged with picketing and assault.  
Bail: \$10.00.  
Dismissed by Judge Jacks.

**PAUL KRAGH**

Arrested May 3, 1926.  
Released by Judge Golden without bail.

Dismissed by Judge Jacks.  
Arrested June 4, 1926.  
Charged with disturbing the peace.  
Bail: \$10.00.  
Pending.

**JACK LAWRENCE**

Arrested April 28, 1926.  
Charged with battery and disturbing the peace.  
Bail: \$10.00.  
Fined \$25.00 on second charge by Judge O'Brien.  
Arrested May 10, 1926.  
Charged with disturbing the peace.  
Bail: \$10.00.  
Dismissed by Judge Lazarus.  
Arrested June 3, 1926.  
Charged with battery and rioting.  
Bail: \$25.00 on first charge and \$10.00 on second.  
Pending.

**JOSEPH BLACK**

Arrested April 23, 1926.  
Charged with  
Bail: O. R.'d by Judge O'Brien.  
Dismissed by Judge Golden.  
Arrested April 24, 1926.  
Charged with riot.  
Bail: O. R.'d by Judge O'Brien.  
Pending.  
Arrested May 5, 1926.  
Charged with failure to move on.  
Dismissed with warning by Judge Jacks.

Arrested May 14, 1926.  
Charged with picketing.  
Bail: O. R.'d.  
Fined \$25.00 or 10 days in jail by Judge Lazarus.

Arrested May 14, 1926.  
Charged with disturbing the peace.  
Bail: \$5.00.  
Dismissed.  
Arrested May 19, 1926.  
Charged with disturbing the peace.  
Bail: \$10.00.  
Thirty-day suspended sentence by Judge Jacks.

Arrested June 11, 1926.  
Charged with conspiracy.  
Bail: \$100.00.  
Pending.

**ALBERT BUCKLEY**

Arrested May 19, 1926.  
Charged with rioting and picketing.  
Bail: \$20.00.  
Pending.  
Arrested June 9, 1926.  
Charged with assault to do great bodily harm.  
Bail: \$250.00.  
Pending.

**DON CLARICE**

Arrested June 1, 1926.  
Charged with disturbing the peace.  
Bail: \$10.00.  
Dismissed June 23.  
Arrested June 9, 1926.  
Charged with assault to do great bodily harm.  
Bail: \$250.00.  
Pending.

**ROBERT EDGREEN**

Arrested May 19, 1926.  
Charged with rioting and picketing.  
Bail: \$20.00.  
Pending.  
Arrested June 9, 1926.  
Charged with assault to do great bodily harm.  
Bail: \$250.00.  
Pending.



**GUS MATSON**

Arrested May 19, 1926.  
 Charged with rioting and picketing.  
 Bail: \$20.00.  
 Arrested June 9, 1926.  
 Charged with disturbing the peace.  
 Bail: \$5.00.

**CHARLES MALONEY**

Arrested May 19, 1926.  
 Charged with rioting and picketing.  
 Bail: \$20.00.  
 Arrested June 9, 1926.  
 Charged with assault to do great bodily harm.  
 Bail: \$250.00.

**SAMUEL MOORE**

Arrested May 17, 1926.  
 Charged with kidnaping.  
 Bail: \$10.00.  
 Arrested May 20, 1926.  
 Charged with disturbing the peace and battery.  
 Bail: \$10.00.  
 Fined \$10.00 by Judge Jacks.  
 Arrested June 9, 1926.  
 Charged with assault to do great bodily harm.  
 Bail: \$250.00.

**LOUIS POITZ**

Arrested June 1, 1926.  
 Charged with disturbing the peace.  
 Bail: \$10.00.  
 Dismissed.  
 Arrested June 3, 1926.  
 Charged with battery and rioting.  
 Bail: \$25.00 on first charge and \$10.00 on second.

**FRANK SMITH**

Arrested May 4, 1926.  
 Charged with assault.  
 Bail: \$10.00.  
 Fined \$10.00 by Judge Jacks.  
 Arrested May 13, 1926.  
 Charged with failure to move on.  
 Bail: \$10.00.  
 Dismissed by Judge Lazarus.  
 Arrested May 18, 1926.  
 Charged with kidnaping.  
 Bail: \$100.00.  
 Dismissed by Judge Lazarus.

**JACK SMITH**

Arrested May 4, 1926.  
 Charged with disturbing the peace.  
 Bail: \$10.00.  
 Dismissed by Judge Jacks.  
 Arrested June 4, 1926.  
 Charged with disturbing the peace.  
 Bail: \$10.00.  
 Acquitted.

Arrested June 9, 1926.  
 Charged with disturbing the peace.  
 Bail: \$5.00.  
 Acquitted.  
 Arrested June 11, 1926.  
 Charged with conspiracy.  
 Bail: \$100.00.

**JAMES SULLIVAN (O'SULLIVAN)**

Arrested May 19, 1926.  
 Charged with rioting and picketing.  
 Bail: \$20.00.  
 Arrested June 4, 1926.  
 Charged with disturbing the peace.  
 Bail: \$10.00.  
 Acquitted.

**LAWRENCE TAYLOR**

Arrested May 7, 1926.  
 Charged with threat on life.  
 Dismissed by Judge Jacks.  
 Arrested May 19, 1926.  
 Charged with rioting and picketing.  
 Bail: \$20.00.  
 Arrested June 9, 1926.  
 Charged with disturbing the peace.  
 Bail: \$5.00.  
 Acquitted.  
 Arrested June 11, 1926.  
 Charged with conspiracy.  
 Bail: \$100.00.

**CLARENCE WALTON**

Arrested May 19, 1926.  
 Charged with picketing and rioting.  
 Bail: \$20.00.  
 Arrested May 21, 1926  
 Charged with picketing and assault.  
 Bail: \$10.00.  
 Dismissed by Judge Jacks.

**JAMES WELLS**

Arrested May 19, 1926.  
 Charged with picketing and rioting.  
 Bail: \$20.00.  
 Arrested May 27, 1926.  
 Charged with picketing.  
 Bail: \$10.00.

**ALEXANDER ZIMMIN**

Arrested May 19, 1926.  
 Charged with picketing and rioting.  
 Bail: \$20.00.  
 Arrested May 27, 1926.  
 Charged with picketing.  
 Bail: \$10.00.

**HENRY TERNULLE**

Arrested June 1, 1926.  
 Charged with disturbing the peace.  
 Bail: \$10.00.  
 Dismissed by Judge Lazarus.  
 Arrested June 9, 1926.  
 Charged with assault to do great bodily harm.  
 Bail: \$250.00.  
 Arrested July 16, 1926.  
 Charged with assault, mayhem and conspiracy.  
 Bail: \$500.















